

Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts

Bulletin No. 1251

**UNITED STATES DEPARTMENT OF LABOR
James P. Mitchell, Secretary**

**BUREAU OF LABOR STATISTICS
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From the Monthly Labor Review of the Bureau of Labor Statistics, February 1958, March 1959, and April 1959 issues, with additional tables.

Preface

Three significant types of extra compensation for workers provided under major collective bargaining agreements are analyzed in this bulletin—shift differentials, premium pay for work on Saturdays, Sundays, or the sixth and seventh day of the workweek, and daily and weekly premium overtime pay. Another bulletin recently issued by the Bureau of Labor Statistics, *Paid Holiday Provisions in Major Union Contracts, 1958* (BLS Bull. 1248), included data on premium pay for work on holidays.

For these studies, virtually all agreements in the United States covering 1,000 or more workers, exclusive of railroad and airline agreements, were analyzed. The study of overtime provisions covered 1,813 major agreements in effect in 1956 and 1957; the other two studies were based on provisions of 1,736 agreements in effect in 1958. Worker coverage ranged from 7,753,000 to 8,024,000, or almost half of estimated total agreement coverage in the United States, outside of the railroad and airline industries. The difference in coverage between the earlier and later studies is accounted for by declines in agreement coverage, which dropped some agreements below the 1,000 worker level, and difficulties in obtaining copies of current agreements in some cases.

All agreements studied were part of the Bureau's file of current agreements maintained for public and governmental use under the provisions of the Labor Management Relations Act, 1947. The provisions of agreements covering 1,000 or more workers, with which these studies deal, do not necessarily reflect policy in smaller collective bargaining situations or in large or small unorganized firms.

These studies were undertaken in the Bureau's Division of Wages and Industrial Relations under the supervision of Harry P. Cohany. The report on shift differentials was prepared by John N. Gentry; on premium pay for weekend work, by Rose Theodore; and on hours of work and overtime provisions, by Harry P. Cohany and Dena G. Weiss.

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Premium Pay for Night, Weekend, and Overtime Work in Major Union Contracts

Shift Provisions, 1958

A LARGE NUMBER of establishments find it necessary or desirable to maintain nighttime as well as daytime shifts as a normal feature of operations; many resort to extra shift operations only under conditions of exceptional product demand. Operation on a 24-hour basis may be necessitated by nature of the business, as in transportation, communications, and utilities, where the public must be accommodated at all times. Some manufacturing processes, as in steel and chemicals, allow for no interruptions and thus require continuous operations. In certain industries, such as automobiles, costly technology may dictate high utilization of production facilities. Many establishments move into and out of nightwork with fluctuations in production backlogs, and a choice between scheduling a second shift and working the day shift overtime is often available. Finally, establishments which operate on a daytime schedule may employ custodial or maintenance workers at night.

Collective bargaining agreements tend to cover shift operation issues, frequently in anticipation of the possibility of extra shift work in the future. An analysis¹ by the U.S. Department of Labor's Bureau of Labor Statistics of 1,736 major collective bargaining agreements in effect in 1958 revealed that 80 percent of the contracts, covering a like percentage of workers,² made reference to multishift operations or nightwork. Nine out of 10 of the shift clauses provided for some form of extra compensation, that is, a shift differential, for evening or night work. The differential may be expressed as a uniform cents-per-hour addition to day shift rates (the most common type), a uniform percentage of day shift rates, pay for more hours than actually worked, or a combination of money and time differentials.

Shift differentials, like other supplementary wage practices, have been liberalized in recent years through collective bargaining. In 1952, according to a previous Bureau study,³ the median cents-per-hour differential (in terms of number of workers covered by agreements pro-

viding such differentials) amounted to 5 cents for second shift and general nightwork combined, and 7½ cents for the third shift; in 1958, as the present study shows, the medians were 8 cents and 12 cents, respectively. Percentage differentials have tended to increase less markedly; however, the rise in day shift rates through wage increases over this period has raised the cents-per-hour equivalent of all percentage differentials. Time and combined time-money differentials appeared to be more prevalent in 1958 than in 1952, particularly on third shifts.

Scope of Study

This summary is based upon an analysis of 1,736 collective bargaining agreements each covering 1,000 or more workers. Almost all agreements of this size in the United States are believed to have been included, exclusive of railroad and airline agreements.⁴ Of the agreements studied, 1,122 applied to 4.9 million workers in manufacturing establishments, and 614 applied to 2.8 million workers in nonmanufacturing establishments (table 1). The approximately 7.8 million workers covered by these major agreements account for slightly less than half of all workers estimated to be covered by all collective bargaining agreements in the United States, exclusive of railroad and airline workers. Almost all of the agreements were in effect at the beginning of 1958.⁵ Half were scheduled to terminate by the end of the year.

¹ Detailed industry data are presented in the appendix.

² References to number of workers in this study relate to those covered by the agreements, not to those working on late shifts.

³ See *Shift Operations and Differentials in Union Contracts, 1952* (in *Monthly Labor Review*, November 1952, pp. 495-498).

⁴ The Bureau does not maintain a file of railroad and airline agreements; hence their omission from this study.

⁵ Four percent of the agreements expired late in 1957. Current replacements were not available prior to completion of the analysis.

Shift Operations

Provisions relating to shift operations or nightwork appeared in 1,423 of the agreements studied. Only 14 expressly prohibited such operations. Nine of every 10 major manufacturing agreements contained shift provisions. In 2 manufacturing industries (apparel and leather), a majority of the agreements did not include shift provisions and 11 of the 14 agreements which specifically prohibited shift or nightwork were in the apparel industry.

Shift provisions were less prevalent in nonmanufacturing than in manufacturing, appearing in only about two-thirds of the agreements. However, in mining, crude petroleum, and natural gas production, in communications, and in utilities, over 90 percent of the agreements had such provisions.

Of the agreements referring to shift operations, 1,317 called for the payment of a shift differential, and a number included specifications for shift schedules, rotation, and so forth. Two-thirds of the agreements with shift differentials (905),

Table 1. Shift provisions in major collective bargaining agreements, by industry, 1958

Industry	Number studied		Provision for shift operation or nightwork				Prohibition of shift or nightwork		No provision for shift or nightwork	
			Provision for shift differential		No provision for shift differential		Agreements	Workers (thousands)	Agreements	Workers (thousands)
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)				
All Industries.....	1,736	7,753.0	1,317	5,895.7	106	326.7	14	73.5	299	1,457.1
Manufacturing.....	1,122	4,916.9	971	4,123.4	43	128.3	12	70.6	96	594.7
Ordnance.....	10	24.0	10	24.0						
Food and kindred products.....	109	363.9	87	321.6	7	14.5	1	1.2	14	26.6
Tobacco manufactures.....	12	33.2	7	21.8	2	4.8			3	6.6
Textile-mill products.....	45	116.7	37	91.9	5	19.9			3	5.0
Apparel and other finished textile products.....	47	473.7			1	1.9	11	69.4	35	402.5
Lumber and wood products (except furniture).....	14	39.2	8	25.7	1	2.6			5	10.9
Furniture and fixtures.....	17	29.0	13	19.4					4	9.6
Paper and allied products.....	55	124.9	50	111.4	3	7.7			2	5.8
Printing, publishing, and allied industries.....	36	71.7	34	68.5	1	1.2			1	2.0
Chemicals and allied products.....	58	112.7	54	106.7	4	6.1				
Products of petroleum and coal.....	24	70.7	22	55.7	1	4.5			1	10.5
Rubber products.....	25	131.9	21	95.5	3	35.4			1	1.1
Leather and leather products.....	22	76.9	5	9.0					17	68.0
Stone, clay, and glass products.....	34	92.1	32	86.7	1	1.4			1	4.0
Primary metal industries.....	123	723.1	118	714.9	4	7.2			1	1.0
Fabricated metal products.....	64	175.6	60	166.3	3	7.8			1	1.5
Machinery (except electrical).....	143	402.9	136	383.7	5	10.1			2	9.1
Electrical machinery.....	106	461.0	102	450.3	1	1.5			3	9.2
Transportation equipment.....	144	1,314.3	141	1,290.9	1	1.8			2	21.6
Instruments and related products.....	23	55.4	23	55.4						
Miscellaneous manufacturing industries.....	11	24.5	11	24.5						
Nonmanufacturing.....	614	2,836.1	346	1,772.3	63	198.5	2	2.9	203	862.5
Mining, crude petroleum, and natural-gas production.....	16	261.1	15	259.8					1	1.3
Transportation ¹	109	553.6	30	110.9	12	37.1			67	405.7
Communications.....	75	591.7	70	579.3					5	12.4
Utilities: Electric and gas.....	81	204.7	63	154.8	13	21.1			5	28.8
Wholesale trade.....	14	28.2	8	16.9	1	2.8			5	8.5
Retail trade.....	85	219.2	42	116.3	7	7.3			36	95.7
Hotels and restaurants.....	29	146.0	8	54.1	7	22.6			14	69.3
Services.....	54	181.0	23	69.2	2	5.0	1	1.5	28	105.3
Construction.....	148	645.5	85	407.4	21	102.7	1	1.4	41	134.1
Miscellaneous nonmanufacturing industries.....	3	5.2	2	3.7					1	1.5

¹ Excludes railroads and airlines.

NOTE: Because of rounding, sums of individual items may not equal totals.

covering a like percentage of workers, provided for fixed second and third shifts.⁶ Such agreements stipulated that the second and third shifts would

begin and end at a certain time or defined the second and third shifts as work performed within specific time limits. For example:

. . . the second shift will begin at 3:00 p.m. and end at 11:00 p.m. . . . the third shift will begin at 11:00 p.m. and end at 7:00 a.m.

* * *

⁶ For purposes of classification, the regular day shift was considered the first shift, while the evening (or afternoon) and night shifts were considered as second and third shifts, respectively.

Any employee scheduled to report for work between 12 noon and 7:59 p.m. will be regarded as performing afternoon [second] shift work. Any employee scheduled to report for work between 8:00 p.m. and 3:59 a.m. will be regarded as performing night [third] shift work.

Provisions calling for general nightwork were found in approximately a sixth of the agreements with shift differentials (228). Such clauses referred to "nightwork" or "night shift" operations, but did not refer specifically to second or third shifts. An additional 21 agreements provided for a second or evening shift only.

Shift rotation was stipulated by 119 agreements. Of these, 22 had clauses indicating that all shift work would be on a rotating basis. The remaining 97 agreements, however, provided for a combination of shift rotation among certain groups of workers and fixed shift for others. Such provisions were common in continuous-process industries, e.g., chemicals, and electric and gas utilities, where 7-day operations were required. An example follows:

Straight daywork.—The straight day schedule will require 8 hours . . . from 7:30 a.m. to 11:30 a.m. and from 12:00 noon to 4:00 p.m. Dayworkers shall have regularly scheduled days off.

Rotating shift work.—The schedule for 3-shift rotation shall consist of 3 shifts of 8 consecutive hours per day. Shifts shall be from 7:30 a.m. to 3:30 p.m., from 3:30 p.m. to 11:30 p.m., and from 11:30 p.m. to 7:30 a.m. . . . Employees assigned to shift schedules shall rotate in accordance with the applicable schedules . . .

Fixed shift work.—The fixed shift schedule will require 8 consecutive hours of work. Such schedules will be definitely assigned with an established schedule of days off . . .

A small number of agreements (44) with shift provisions were not grouped with any of the foregoing types. Almost all of these were telephone agreements which had no set number of shifts, but provided varying differentials based upon the ending time of tours of duty.

Types and Amounts of Shift Differentials

Shift differentials were of three major types: Money differentials for time worked outside the first or regular day shift, expressed as a cents-per-hour addition to, or as a percentage of, day shift rates; time differentials that usually provided a full day's pay for reduced hours of work (or a proportional allowance where less than the usual

number of hours were worked); and combined time and money differentials that provided for reduced hours of work plus a higher rate of pay.

Money Differentials. Straight money differentials were the most prevalent type found in the study (table 2). A uniform cents-per-hour addition to first shift rates accounted for about 60 percent of the agreements with second (or general nightwork) and third shift differentials. Uniform percent additions to first shift rates appeared in 18 percent of the second shift or general nightwork provisions and in 14 percent of the third shift provisions. A small number of agreements stipulated uniform cents or percent additions for fixed shifts and varying differentials for swing or rotating shifts, or did not state a uniform premium, but provided

Table 2. Types of shift differentials in major collective bargaining agreements, 1958

Type of shift differential	Second shift or general nightwork		Third shift	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total	1,293	5,831.0	1,067	4,990.4
Money differentials:				
Uniform cents addition to first shift rates	777	2,886.3	625	2,171.0
Uniform percent addition to first shift rates	239	1,443.1	149	1,141.6
Uniform cents addition for fixed shifts and variations for swing or rotating shifts	22	44.8	23	45.8
Uniform percent addition for fixed shifts and variations for swing or rotating shifts	4	144.5	3	142.9
No uniform premium specified but higher wage scales for nightwork, with premiums over first shift rates varying among occupations or by wage ranges	47	216.9	21	107.3
Other money differentials ¹	63	294.8	25	194.2
Time differentials:				
Full day's pay for reduced hours of work	69	365.5	66	323.8
Time and money differentials:				
Full day's pay for reduced hours of work plus uniform cents differential	10	30.3	69	390.2
Full day's pay for reduced hours of work plus uniform percent differential	12	36.9	22	61.4
Full day's pay for reduced hours of work plus money differential (no uniform premium specified but higher wage scales for nightwork, with premiums over first shift rates varying among occupations or by wage ranges)	11	39.8	23	72.0
Other time-money differentials ²	39	328.4	41	340.5

¹ Includes agreements which provided for a flat-sum payment for work after a certain hour or between certain hours; those granting a certain percentage payment for work after or between certain hours, not to exceed a set dollar amount; those providing a shift differential of either a certain percentage per hour or cents per hour, whichever sum was greater; and those providing for varying differentials depending upon starting time of shifts.

² Includes agreements with time and money differentials, in which either of the differentials, or both, may vary by occupation, ending time of shifts, length of shifts, location of duty station, or combinations of the above.

NOTE: Because of rounding, sums of individual items may not equal totals.

for additions to day rates with the amount varying among occupations (or departments) or by wage ranges. Still further variations, each involving a few agreements, were found which were grouped under "other money differentials" in table 2.

The amount of shift premium, typically higher for the third than for the second shift, varied considerably among industries. Uniform cents-per-hour differentials ranged from 2½ cents for the second shift to 60 cents for the third shift. Percentage payments ranged from 2 to 20 percent. The variety of differentials indicated in table 3 reflects the absence of substantial interindustry influences or interindustry patterns.

For second shift work, the predominant differentials, ranked in order of worker coverage, were

5 percent,⁷ 8 cents, 10 percent, 10 cents, and 12 cents. For third shift work, the following order prevailed: 10 percent, 12 cents, 10 cents, and 6 cents. In general, and in particular situations (as table 4 shows), third shift differentials were higher than second shift differentials.

Time Differentials. Time differentials appeared in about 5 percent of the agreements with shift differentials. In these cases, the worker, while actually working a shorter number of hours, usually received a wage payment equal to what he would have received for working a full day shift. For example:

When or where it may be necessary to work shifts . . . the second and third shifts shall be paid at the rate of 8 hours' pay for 7 hours' work.

Table 3. Type and amount of shift differentials in major collective bargaining agreements, 1958

Type and amount of shift differential	Second shift and general nightwork						Third shift					
	All industries		Manufacturing		Nonmanufacturing		All industries		Manufacturing		Nonmanufacturing	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total.....	1,293	5,831.0	950	4,068.7	343	1,762.3	1,067	4,990.4	835	3,635.9	232	1,354.6
Money differentials.....	1,152	5,030.2	916	3,993.3	236	1,036.9	846	3,802.6	715	3,127.5	131	675.1
Uniform cents (per hour).....	799	2,931.1	658	2,348.9	141	582.2	648	2,216.8	557	1,772.9	91	443.9
Under 5 cents.....	36	313.0	26	54.8	10	258.2	2	2.6	1	1.0	1	1.6
5 cents.....	121	326.6	97	269.1	24	57.5	24	61.8	18	42.0	6	19.8
6 cents.....	91	243.3	71	188.1	20	55.2	22	271.8	18	38.4	4	233.4
7 cents.....	62	127.0	52	109.3	10	17.7	22	52.7	20	46.5	2	4.2
7½ cents.....	21	48.3	17	36.3	4	12.0	6	9.9	6	9.9		
8 cents.....	131	785.5	125	772.7	6	12.8	29	71.4	27	67.5	2	3.9
Over 8 and under 10 cents.....	37	103.6	28	82.1	9	21.5	57	143.7	44	101.6	13	42.1
10 cents.....	167	444.5	136	358.8	31	85.7	108	355.6	144	304.9	24	52.7
Over 10 and under 12 cents.....	8	16.9	7	15.5	1	1.4	16	34.8	8	18.5	6	16.3
12 cents.....	81	426.2	66	390.1	15	36.1	147	856.2	130	815.0	17	41.2
Over 12 and under 15 cents.....	13	29.0	10	21.0	3	8.0	34	104.6	32	88.9	2	5.7
15 cents.....	16	34.3	15	31.9	1	2.4	60	90.3	52	94.8	8	14.6
Over 15 cents.....	15	33.3	8	19.4	7	13.9	61	152.6	57	144.0	4	8.6
Uniform percentage.....	243	1,587.6	212	1,416.8	31	171.3	152	1,284.4	138	1,204.8	14	79.7
2 percent.....	1	1.2			1	1.2						
5 percent.....	61	823.6	50	810.6	2	13.0	6	9.2	5	8.0	1	1.2
Over 5 and under 10 percent.....	34	122.5	33	119.8	1	2.7	28	232.4	27	229.7	1	2.7
10 percent.....	136	610.7	113	462.2	28	148.5	96	970.2	91	915.8	8	54.4
Over 10 percent.....	11	29.7	7	23.8	4	5.9	22	72.8	15	51.3	7	21.5
No uniform premium specified but higher wage scales for nightwork, with premiums over first shift rates varying among occupations or by wage ranges.....	47	216.9	25	88.4	22	128.5	21	107.3	10	37.8	11	69.5
Other money differentials ¹	63	294.8	21	139.8	42	155.0	25	194.2	10	112.1	18	82.1
Time differentials.....	69	365.5	5	9.9	64	355.6	66	323.8	9	21.6	57	302.3
8 hours' pay for 7½ hours worked.....	21	88.0	4	6.9	17	81.1	3	5.9	3	5.9		
8 hours' pay for 7 hours worked.....	44	268.5	1	3.0	49	265.6	54	292.8	8	5.2	51	287.6
8 hours' pay for 6¾ hours worked.....	1	2.0			1	2.0	3	16.5	3	10.5		
Other time differentials.....	3	7.1			8	7.1	6	14.7			6	14.7
Time and money differentials.....	72	435.3	29	65.5	43	369.8	155	864.0	111	486.8	44	377.2
8 hours' pay for 7½ hours worked plus money differential.....	27	79.1	21	54.7	6	24.4	16	28.8	14	22.5	2	6.3
8 hours' pay for 7 hours worked plus money differential.....	3	10.3			3	10.3	28	91.6	22	59.6	6	32.0
8 hours' pay for 6¾ hours worked plus money differential.....							46	338.6	42	328.3	4	5.4
Other combined time-money differentials ²	42	346.0	8	10.9	34	335.1	65	410.1	33	76.5	32	333.6

¹ See footnote 1, table 2.

² Includes agreements which either provided for unusual time differentials (e.g., 7 hours' pay for 6¾ hours of work), or for a variation in time differentials, or both time and money, by occupations, ending time of shifts, length of

shifts, location of duty station, or combinations of the above.

NOTE.—Because of rounding, sums of individual items may not equal totals.

Time differentials on both shifts were confined largely to agreements in the construction industry. Most commonly, these provisions called for the payment of 8 hours' pay for either 7 or 7½ hours of work.

Time and Money Differentials. Approximately 5 percent of second shift and almost 15 percent of third shift differentials provided for a combination of a time allowance and premium payments. These provisions usually combined the features of two or more of the types mentioned previously, i.e., full day's pay for reduced hours of work plus a uniform cents or percent differential, or full day's pay for reduced hours of work plus a money

¹ In the establishments covered by these agreements, a 5-percent differential would undoubtedly bring 10 cents or more per hour to a majority of workers.

Table 4. Significant shift differential patterns in major collective bargaining agreements, 1958¹

Shift differential pattern		Agree-ments	Workers (thousands)
CENTS PER HOUR			
Second shift:	Third shift:		
4 cents	6 cents.....	14	257.1
5 cents	8 cents.....	12	36.3
5 cents	10 cents.....	69	136.3
6 cents	9 cents.....	41	119.3
6 cents	12 cents.....	19	30.9
7 cents	10 cents.....	24	45.6
7 cents	12 cents.....	11	19.8
7½ cents	10 cents.....	11	18.8
8 cents	10 cents.....	11	22.8
8 cents	12 cents.....	75	655.9
8 cents	16 cents.....	27	7.1
10 cents	10 cents.....	34	82.7
10 cents	15 cents.....	48	82.9
12 cents	12 cents.....	24	91.0
PERCENT OF REGULAR RATE			
Second shift:	Third shift:		
5 percent	7½ percent.....	10	31.5
5 percent	10 percent.....	35	627.8
10 percent	10 percent.....	49	314.7
10 percent	15 percent.....	13	36.6
Total accounted for.....		527	2,679.7

¹ Includes shift combinations with cent or percent differentials found in 10 or more agreements.

NOTE: Because of rounding, sums of individual items may not equal totals.

differential varying among occupations or by wage ranges. In addition, about half (39) of the second shift time-money differentials and a fourth (41) of those applying to the third shift provided differentials varying by combinations of such factors as occupation, ending time of shifts, length of shifts, or location of duty station.

Many agreements that provided a money differential for second shift operations had a time-money differential on the third shift. Consequently, the prevalence of combined time-money differentials was much higher in third shift than in second shift provisions.

Second shift. Those employees working the shift starting at 3:30 p.m. and ending at 12:00 p.m. shall receive a bonus of 10 cents an hour.

Third shift. Those employees working the shift starting at 12:01 a.m. and ending at 7:00 a.m. shall receive 8 hours' pay plus a 10-cent-an-hour bonus for working 6½ hours.

Industries with a significant number of agreements containing time and money differentials included transportation equipment, communications, and printing. In transportation equipment, a number of agreements in the aircraft industry provided third shift differentials of 8 hours' pay for 6½ or 7 hours of work plus a money differential (usually 8 or 10 cents). Over two-thirds of the printing agreements provided third shift time-money differentials. In these, the time differential usually provided 7¼ hours' pay for 6½ hours of work, or 7 hours' pay for 6 or 6¼ hours of work, with a money differential of either a flat sum per week for all workers, e.g., \$5, or a cents-per-hour differential which varied by occupation.

More than half the communications agreements contained time-money differentials. In this industry, time and money differentials often appeared in the same agreement with variations in either the time or money differential, or both, depending upon such factors as occupation, length of shifts, ending time of shifts, or location of duty station.

Significant Shift Differential Patterns

The relationship between second and third shift differentials in an establishment, or the shift differential pattern, is often at issue in the negotiation of shift provisions.

In the present study, more than 100 different patterns were found among the 750 agreements (covering 3.2 million workers) which stipulated 2 night shifts and provided a uniform cents or percent differential for both the second and the third shifts. Identical patterns found in 10 or more agreements are listed in table 4.

The most frequent pattern, appearing in 75 agreements covering about 650,000 workers, provided 8 cents for the second shift and 12 cents for the third. A majority of both the agreements and workers in this group were in the steel industry. Five cents for the second shift and 10 cents for the third appeared in 69 agreements, with the paper and food industries accounting for about a third of these agreements. The combination of 4 cents (second shift) and 6 cents (third shift) was stipulated in only 14 agreements, yet covered a large

number of workers (mostly in anthracite and bituminous coal mining).

A 10-percent differential for both the second and third shifts was found in 49 agreements covering more than 300,000 workers. The electrical machinery industry accounted for a majority of the agreements in this category. Thirty-five agreements with approximately 625,000 workers called for shift differentials of 5 percent and 10 percent. Over half of these were in the auto and machinery industries.

Premium Pay for Weekend Work, 1958

THE PAYMENT of premium rates for work performed on Saturday and Sunday, or on the sixth and seventh days of the workweek, has become a common feature of collective bargaining agreements. Over 90 percent of 1,736 major collective bargaining agreements studied in 1958 by the U.S. Department of Labor's Bureau of Labor Statistics provided time and one-half, or double time, or a variable premium, for work on one or both days outside of the normal workweek.

Seventy-five percent of the agreements specified Sunday as a premium day, and 57 percent specified Saturday. Premium rates were specified for work on the sixth day in 35 percent of the contracts, and for work on the seventh day in a like proportion. A substantial number of contracts identified both Saturday and the sixth day, and Sunday and the seventh day, as premium days. Nearly 15 percent of the agreements provided premium pay to workers for whom Sunday was a regularly scheduled workday, and a few extended this practice to regularly scheduled Saturdays.

The payment of premium rates for weekend work serves as a reward to employees for work on days normally considered rest days and as a deterrent to employers in scheduling work on these days. Weekend premium pay provisions of agreements tend to liberalize legal overtime requirements in several ways. The Fair Labor Standards Act requires the payment to covered workers of time and one-half for hours in excess of 40 a week, without reference to the day on which overtime hours are worked, but premium rates for Saturday and Sunday work are commonly required under agreements regardless of the number of hours previously worked during the week. When minimum work requirements are specified, as is frequently the case where the sixth and seventh days are named as premium days, holidays and certain excused absences are often counted as time worked for premium pay eligibility. Rates in excess of time and one-half prevail for Sunday and seventh day work, and are sometimes specified for Saturday work. Pyramiding of premium rates for weekend work on top of weekly overtime premiums is generally prohibited.

Major changes in weekend premium pay practices since 1952, the date of the Bureau's previous study,¹ include provision for premium pay for work on Saturday as such (occurring outside of the regular workweek) in all of the major automobile agreements, and for Saturday and Sunday as such in the major coal mining agreements. Premium pay for regularly scheduled Sunday work (part of the regular workweek) was incorporated into basic steel agreements negotiated in 1956; the rates specified progressed from time and one-tenth during the first year to time and one-fourth for the third year (1958). Since then, a number of agreements negotiated in related industries have included provisions for premium pay for regularly scheduled Sunday work.

In general, the 1958 study reveals a small increase since 1952 in the proportion of major contracts with weekend premium pay provisions, and a somewhat greater increase in worker coverage under agreements specifying Saturday premium pay. This has been accompanied by a slight decrease in the proportion of agreements which made Saturday premium pay dependent upon the employee working a specified amount of time during the week, and a more marked decrease in agreements containing minimum work requirements for sixth and seventh day premium pay.

Scope of Study

This study was based on 1,736 collective bargaining agreements, each covering 1,000 or more workers, or virtually all agreements of this size in the United States, exclusive of those relating to railroads and airlines.² The total of 7.8 million workers covered represented almost half of all the workers estimated to be under agreements in the

¹ See *Premium Pay for Weekend Work, 1952* (in *Monthly Labor Review*, September 1953, pp. 933-939).

² The Bureau does not maintain a file of railroad and airline agreements, hence their omission from this study.

United States, exclusive of railroad and airline agreements. Of these, 5 million workers, covered by 1,122 agreements, were in manufacturing, and 614 agreements applied to 2.8 million workers in nonmanufacturing establishments.

All but 71³ of the 1,736 agreements were in effect during 1958. Approximately 50 percent of the agreements were scheduled to expire in 1958. Termination in 1959 was stipulated in about 35 percent. Of the remaining 209 long-term agreements, 12 did not list a specific termination date.

Contracts which provided overtime pay for work in excess of the regular daily or weekly hours, without specifying Saturday, Sunday, sixth, or seventh days, or the employee's regular day(s) off, were not counted as providing weekend premium pay for purposes of this study. Although overtime pay would normally cover weekend work if the employee had worked the full basic workweek or fulfilled other specified minimum work requirements, such provisions do not grant special recognition to weekend days as such.⁴ However,

clauses providing premium pay for all work "outside the regular workweek" were interpreted as granting extra compensation for weekend work as such and were included in the study.

Nine out of ten major agreements granted extra compensation for work on one or more weekend days. Provisions specifying Saturday and Sunday (not part of the regular workweek) as premium days, without reference to the sixth or seventh day, were most prevalent, occurring in over one-third of the contracts analyzed (table 1). Other significant provisions specified premium pay on (a) Saturday and Sunday for employees on regular schedules and on the sixth and seventh days for those on off schedules; (b) sixth and seventh days without identifying Saturday and Sunday; and (c) Sunday only.

Saturday and Sunday Not Regularly Scheduled

Extra compensation for work on Saturday, as such, was provided for in 987 (over one-half) of the agreements analyzed, and on Sunday in 1,300 agreements (three-fourths). A fourth of these clauses, however, exempted employees in continuous-process operations or in certain occupational groups, such as watchmen, guards, maintenance men, and engineers, for whom Saturday or Sunday work was regularly scheduled. Instead, premium pay for the sixth and seventh workdays (or for their regularly scheduled days off) was provided, as in the following example:

Employees, excepting employees in the powerhouse, shall be paid at the rate of one and one-half (1½) times their respective regular straight-time rates for all time worked by them during the calendar day on a Saturday and at the rate of twice their respective regular straight-time rates for all time worked by them during the calendar day on a Sunday. . . .

Powerhouse employees only shall be paid at the rate of one and one-half (1½) times their regular straight-time rate for all time worked by them on their first regularly scheduled day off in the workweek and at a rate of twice their regular straight-time rate for all time worked by them on their second regularly scheduled day off in the workweek.

Table 1. Premium pay for weekend work not part of regular workweek, in major collective bargaining agreements, 1958

Premium days	Agreements		Workers	
	Number	Percent	Number (thousands)	Percent
Total studied.....	1,736	100.0	7,752.5	100.0
Number with premium pay for weekend work.....	1,589	91.5	7,025.8	90.6
Provisions for premium pay for work on—				
Saturday and Sunday.....	642	37.0	2,267.6	29.3
Saturday, Sunday, 6th and 7th days.....	253	14.6	1,666.3	21.5
6th and 7th days.....	215	12.4	1,072.5	13.8
Sunday only.....	216	12.4	881.4	11.4
Saturday, Sunday, and 7th day.....	45	2.6	347.9	4.5
Saturday only.....	28	1.6	240.0	3.1
Sunday, 6th and 7th days.....	59	3.4	205.7	2.7
Sunday and 6th day.....	47	2.7	125.0	1.6
6th day only.....	15	.9	68.9	.9
7th day only.....	29	1.7	58.8	.8
Sunday and 7th day.....	18	1.0	44.1	.6
Saturday, Sunday, and 6th day.....	13	.7	30.2	.4
Other combinations ¹	9	.5	17.7	.2
No provision for premium pay ²	147	8.5	726.7	9.4
Premium days specified: ³				
Saturday.....	987	56.9	4,564.8	58.9
Sunday.....	1,300	74.9	5,584.1	72.0
6th day.....	608	35.0	3,186.6	41.1
7th day.....	622	35.8	3,405.7	43.9

¹ Includes agreements providing premium pay for work on Saturday, 6th and/or 7th day; and Saturday afternoon and/or Sunday for some workers and Sunday only for others. Also includes several beet sugar manufacturing and other food processing agreements which grant premium pay only during certain seasons for work on Saturday and/or Sunday.

² Includes agreements which specifically prohibited Saturday and/or Sunday work.

³ Nonadditive. These days may be specified singly, or in combination, in one agreement.

NOTE: Because of rounding, sums of individual items may not equal totals.

³ These agreements expired late in 1957 and subsequent agreements were not available at the time of the study.

⁴ See section on Hours of Work and Overtime Provisions.

Table 2. Premium pay for weekend work not part of regular workweek, in major collective bargaining agreements, by industry, 1958

Industry	Number studied		Premium pay for work on 1—								No provision for premium pay	
			Saturday		Sunday		Sixth day		Seventh day			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,736	7,752.5	987	4,564.8	1,300	5,584.1	608	3,186.6	622	3,405.7	147	726.7
Manufacturing.....	1,122	4,916.4	723	3,154.7	859	3,404.0	426	2,374.4	466	2,597.9	74	386.4
Ordnance.....	10	24.0	5	10.7	7	18.6	7	12.8	8	16.2		
Food and kindred products.....	109	363.9	63	276.0	81	314.9	44	163.5	49	230.5	12	23.2
Tobacco manufactures.....	12	33.2	9	25.5	11	31.0	2	2.8	2	2.8	1	2.2
Textile mill products.....	45	116.7	24	68.1	26	70.4	23	61.6	24	63.5	8	20.5
Apparel and other finished textile products.....	47	473.7	25	252.0	9	42.9			2	17.0	22	221.7
Lumber and wood products (except furniture).....	14	39.2	7	20.6	12	36.1	7	16.3	5	12.3	1	2.1
Furniture and fixtures.....	17	29.0	17	29.0	16	27.3	6	11.3	6	11.3		
Paper and allied products.....	55	124.9	17	33.8	53	122.2	7	10.7	8	12.6		
Printing, publishing, and allied industries.....	36	71.7	27	55.4	33	67.2	9	13.4	6	8.9	2	3.1
Chemicals and allied products.....	58	112.7	22	40.4	30	57.8	32	69.5	44	91.2	2	2.7
Products of petroleum and coal.....	24	70.7	5	6.0	8	16.5	18	45.5	18	46.4	2	12.8
Rubber products.....	25	131.9	10	16.6	23	129.7	12	19.0	7	11.2		
Leather and leather products.....	22	76.9	14	47.7	11	37.7	6	10.7	6	12.0	5	23.2
Stone, clay, and glass products.....	34	92.1	8	32.1	28	80.9	7	17.9	13	38.4	1	1.0
Primary metal industries.....	123	723.1	40	84.9	62	146.1	72	610.3	72	611.1	9	22.2
Fabricated metal products.....	64	175.6	55	136.4	57	139.1	20	64.8	21	66.3		
Machinery (except electrical).....	143	402.9	130	334.3	136	345.4	55	221.9	63	251.9	2	12.5
Electrical machinery.....	106	460.5	90	402.9	96	431.3	45	238.4	45	248.9	3	7.5
Transportation equipment.....	144	1,314.3	124	1,209.2	129	1,216.1	48	772.0	56	827.4	4	31.9
Instruments and related products.....	23	55.4	21	50.2	22	53.6	6	12.4	11	18.6		
Miscellaneous manufacturing.....	11	24.5	10	23.3	9	19.8						
Nonmanufacturing.....	614	2,836.1	264	1,410.1	441	2,180.1	182	812.2	156	807.8	73	340.3
Mining, crude-petroleum and natural-gas production.....	16	261.1	4	233.5	6	239.6	8	246.0	8	246.0	4	5.6
Transportation ³	109	553.6	55	347.2	66	379.2	38	86.0	38	192.1	16	109.8
Communications.....	76	592.7	6	74.0	72	546.4	16	99.3	12	75.3	4	46.3
Utilities: Electric and gas.....	80	203.7	37	89.2	54	128.7	51	116.5	56	131.6	5	33.2
Wholesale trade.....	14	28.2	8	14.6	11	22.5	3	5.7	2	4.1		
Retail trade.....	85	219.2	8	14.9	60	148.2	39	121.8	18	60.2	10	17.3
Hotels and restaurants.....	29	146.0	3	5.5	3	5.5	14	93.2	12	61.0	9	36.7
Services.....	54	181.0	15	43.9	29	92.4	12	32.0	9	25.7	14	58.6
Construction.....	148	645.5	128	587.5	139	615.3	1	12.0	1	12.0	9	30.3
Miscellaneous nonmanufacturing.....	3	5.2			1	2.5					2	2.7

¹ See footnote 3, table 1.

² See footnote 2, table 1.

³ Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals.

Saturday Premium Pay. Saturday premium pay provisions were more prevalent in manufacturing (64 percent) than in nonmanufacturing industries (43 percent) where 6- or 7-day operations are more frequently required (table 2). Eighty-five percent or more of the agreements in six manufacturing industries granted extra compensation for Saturday work: furniture and fixtures, fabricated metal products, machinery (except electrical), electrical machinery, transportation equipment, and instruments and related products. In nonmanufacturing, Saturday premium pay provisions were common in construction contracts and for mining workers. In construction, 85 percent of the contracts contained such provisions; in mining, while only a fourth of the major contracts were involved, 90 percent of the workers, principally under the anthracite and bituminous coal agreements, were represented.

Under all but 11 percent (113 agreements) of the Saturday premium pay provisions, premium rates were paid regardless of the amount of time worked during the week (table 3). Nine out of every ten restrictive clauses required the employee to work a full weekly schedule to qualify for premium pay (table 4). However, over two-thirds of the agreements modified these restrictions by stipulating that time lost during the week for specific reasons would be counted as time worked in determining eligibility for Saturday premium pay.

Excused absences included time lost because of lack of work, illness, injury on the job, official union business, voting, and, in most instances, holidays. For example, one agreement stipulated:

Time and one-half will be paid for all work performed on Saturday if the employee has worked his scheduled shifts

Table 3. Minimum work requirements for premium pay for weekend work not part of regular workweek, in major collective bargaining agreements, by industry, 1958

Industry	Minimum work requirements for premium pay for work on—							
	Saturday		Sunday		Sixth day		Seventh day	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	113	517.7	87	269.4	235	1,372.6	278	1,997.7
Manufacturing.....	96	479.6	69	229.4	190	992.8	240	1,545.7
Ordnance and accessories.....					2	2.4	3	5.8
Food and kindred products.....	18	102.4	10	78.6	13	40.9	19	108.3
Tobacco manufactures.....								
Textile mill products.....	8	26.9	4	19.3	14	35.3	15	39.6
Apparel and other finished textile products.....	5	22.5			3	2	2	17.0
Lumber and wood products (except furniture).....	2	4.5	2	4.5	3	10.2	2	3.7
Furniture and fixtures.....	1	3.0			2	4.3	2	4.3
Paper and allied products.....	3	6.5	1	3.0	2	3.2	3	4.8
Printing, publishing, and allied industries.....			1	1.0				
Chemicals and allied products.....	2	3.1	4	5.9	14	30.2	29	57.6
Products of petroleum and coal.....	2	2.3	2	2.3	9	17.0	12	33.6
Rubber products.....	3	4.7	2	3.7	9	12.6	4	7.3
Leather and leather products.....	4	5.8	3	7.2	4	7.2	4	8.5
Stone, clay, and glass products.....	1	1.2	3	6.2	5	14.3	12	34.7
Primary metal industries.....	6	15.4	9	21.1	61	588.8	63	593.3
Fabricated metal products.....	4	9.7	2	2.5	9	23.2	9	23.5
Machinery (except electrical).....	12	16.8	10	17.4	19	48.2	27	72.7
Electrical machinery.....	6	19.8	6	33.1	8	32.0	8	35.6
Transportation equipment.....	14	226.3	8	19.6	15	121.3	19	485.4
Instruments and related products.....	4	7.1	2	4.3	1	1.9	7	10.1
Miscellaneous manufacturing.....	1	2.0						
Nonmanufacturing.....	17	38.1	18	40.0	45	379.9	38	452.0
Mining, crude-petroleum and natural-gas production....	1	1.6	1	1.6	6	242.1	6	242.1
Transportation ¹	2	2.0			7	18.1	7	124.2
Communications.....			1	4.0	6	41.4	3	18.8
Utilities: Electric and gas.....	8	17.1	9	21.9	7	16.3	9	25.8
Wholesale trade.....					2	4.1	2	4.1
Retail trade.....	2	4.0	4	8.9	10	24.3	6	15.4
Hotels and restaurants.....					3	25.9	4	20.5
Services.....	1	1.2	2	2.6	4	7.8	1	1.2
Construction.....	3	12.2	1	1.0				
Miscellaneous nonmanufacturing.....								

¹ Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals.

during the workweek except for the following excusable absences:

Union activities when authorized by the local union and/or its officers.

Sickness—When employee's sickness is certified by the attending physician and/or the first aid department of the company.

Where scheduling, production, or mechanical difficulties prevent him from working his regular scheduled workday.

Due to death in the immediate family (father, mother, wife or husband, son, daughter, brother or sister, mother-in-law or father-in-law).

Due to subpoena from a court of record.

Jury duty.

Authorized vacation.

A number of agreements did not list the reasons, but merely stated that "excused absences" or "justifiable absences" would be counted as time worked:

Overtime shall be paid for Saturday work to employees who have worked the previous Monday through Friday, and to employees who have been excusably absent from

work during the previous Monday through Friday, but no overtime shall be paid for Saturday work to employees who the company and the union committee agree were inexcusably absent during the previous Monday through Friday.

Time and one-half continued to be the prevailing rate for Saturday work, specified in four-fifths of the Saturday premium pay provisions (table 5). More than a tenth of the agreements, largely concentrated in the construction industry, granted double time.

Many of the remaining Saturday provisions provided a combination of double time and time and one-half. These included provisions for double time for Saturday afternoon, or if Saturday was the seventh workday, and time and one-half in all other instances; or double time for all employees except specified groups, such as guards, maintenance men, and engineers, who were paid time and one-half.

Table 5. Premium rates for work on Saturday and Sunday not part of regular workweek, in major collective bargaining agreements, by industry, 1958

Industry	Number with premium pay provision		Premium rate paid									
			Time and one-half		Time and one-half in some instances; double time in others ¹		Double time		Premium or flat sum, varying by wage range, occupation, etc.		Other ²	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
SATURDAY WORK												
All industries.....	987	4,564.8	798	3,754.7	31	139.4	109	369.4	18	81.3	31	220.1
<i>Manufacturing</i>	723	3,154.7	653	2,820.7	22	71.0	26	67.5	1	3.0	21	122.6
Ordnance and accessories.....	5	10.7	5	10.7								
Food and kindred products.....	63	276.0	54	193.2							9	82.8
Tobacco manufactures.....	9	25.5	4	7.3	5	18.3						
Textile mill products.....	24	68.1	24	68.1								
Apparel and other finished textile products.....	25	252.0	25	252.0								
Lumber and wood products (except furniture).....	7	20.6	6	18.6			1	2.0				
Furniture and fixtures.....	17	29.0	13	19.8	2	4.2	2	5.0				
Paper and allied products.....	17	33.8	17	33.8								
Printing, publishing, and allied industries.....	27	55.4	15	23.7	4	4.6	6	18.1			2	9.0
Chemicals and allied products.....	22	40.4	20	36.5							2	3.9
Products of petroleum and coal.....	5	6.0	5	6.0								
Rubber products.....	10	16.6	10	16.6								
Leather and leather products.....	14	47.7	14	47.7								
Stone, clay, and glass products.....	8	32.1	5	27.9	2	2.6					1	1.7
Primary metal industries.....	40	84.9	38	80.6			1	2.0			1	2.3
Fabricated metal products.....	55	136.4	48	118.5	1	6.4	6	11.5				
Machinery (except electrical).....	130	334.3	125	327.6	1	1.0	4	5.8				
Electrical machinery.....	90	402.9	81	289.5	4	23.1					5	90.4
Transportation equipment.....	124	1,209.2	114	1,172.3	3	10.9	6	23.1	1	3.0	1	2.7
Instruments and related products.....	21	50.2	20	47.5								
Miscellaneous manufacturing.....	10	23.3	10	23.3								
<i>Nonmanufacturing</i>	264	1,410.1	145	634.0	9	68.4	83	301.9	17	78.4	10	27.5
Mining, crude-petroleum and natural-gas production.....	4	233.5	4	233.5								
Transportation ³	55	347.2	35	258.9			2	9.0	17	78.4	1	1.0
Communications.....	6	74.0	6	74.0								
Utilities: Electric and gas.....	37	89.2	33	79.6	1	1.3	1	4.4			2	4.0
Wholesale trade.....	8	14.6	8	14.6								
Retail trade.....	8	14.9	4	5.7	2	5.7	1	1.0			1	2.5
Hotels and restaurants.....	3	5.5	2	4.0							1	1.5
Services.....	15	43.9	13	41.4							2	2.5
Construction.....	128	537.5	40	222.6	6	61.4	79	237.6			3	16.0
Miscellaneous nonmanufacturing.....												
SUNDAY WORK												
All industries.....	1,300	5,584.1	250	1,039.7	42	228.2	950	4,039.3	28	103.6	30	173.5
<i>Manufacturing</i>	859	3,404.0	111	562.0	20	53.9	708	2,837.6	4	8.9	16	122.2
Ordnance and accessories.....	7	13.6			1	3.4	6	15.2				
Food and kindred products.....	81	314.9	20	98.6	1	1.0	49	184.4	1	1.3	10	29.6
Tobacco manufactures.....	11	31.0					11	31.0				
Textile mill products.....	26	70.4	4	5.3			22	65.2				
Apparel and other finished textile products.....	9	42.9	5	29.7			4	13.2				
Lumber and wood products (except furniture).....	12	36.1	7	16.3	1	10.0	4	9.8				
Furniture and fixtures.....	16	27.3					16	27.3				
Paper and allied products.....	53	122.2	15	59.1	1	3.0	36	53.7			1	1.5
Printing, publishing, and allied industries.....	33	67.2	2	2.8			30	61.6			1	2.8
Chemicals and allied products.....	30	57.8	10	18.8	2	3.3	17	34.5	1	1.2		
Products of petroleum and coal.....	8	16.5	5	13.0			3	3.5				
Rubber products.....	23	129.7	1	1.0			22	128.7				
Leather and leather products.....	11	37.7	1	1.2			10	36.5				
Stone, clay, and glass products.....	23	80.9	16	57.3	4	9.7	8	13.9				
Primary metal industries.....	62	146.1	20	49.8	4	7.7	38	88.6				
Fabricated metal products.....	57	139.1	1	1.5			55	134.7			1	2.9
Machinery (except electrical).....	136	345.4	1	2.3	3	7.9	132	335.2				
Electrical machinery.....	96	431.3	2	3.5	1	2.6	89	336.0	1	3.7	3	85.5
Transportation equipment.....	129	1,216.1			2	4.8	127	1,211.4				
Instruments and related products.....	22	53.6	1	2.0			20	48.9	1	2.7		
Miscellaneous manufacturing.....	9	19.8					9	19.8				
<i>Nonmanufacturing</i>	441	2,180.1	139	677.7	22	174.9	212	1,181.7	24	94.7	14	51.3
Mining, crude-petroleum and natural-gas production.....	6	239.6	3	8.1			3	231.5				
Transportation ³	66	379.2	30	222.4			19	77.8	16	76.8	1	2.2
Communications.....	72	546.4	50	279.8	13	141.6	4	90.4			5	34.7
Utilities: Electric and gas.....	54	128.7	19	48.3	1	1.3	33	77.9			1	1.3
Wholesale trade.....	11	22.5	4	12.7	1	1.0	5	7.6			1	1.2
Retail trade.....	60	148.2	10	31.0	1	2.0	39	92.2	7	14.9	3	8.1
Hotels and restaurants.....	3	5.5	1	3.0			1	1.0			1	1.5
Services.....	29	92.4	9	19.5	3	22.0	16	49.5			1	1.4
Construction.....	139	615.3	12	50.5	3	7.0	122	553.8	1	3.0	1	1.0
Miscellaneous nonmanufacturing.....	1	2.5	1	2.5								

¹ Includes agreements which provided 1½ for Saturday morning and double time thereafter; 1½ for the first or first 2 Sundays worked and double time for subsequent Sundays (telephone industry); and double time, instead of 1½, if Sunday was the 7th consecutive day. Also includes agreements which granted 1½ for certain occupations (including repair and maintenance) and double time for others.

² Includes agreements which provided 1½ or double time for Saturday afternoon only, or double time instead of 1½ if Saturday was the 7th con-

secutive day. Also includes agreements which provided 1¼, 1½, 1¾, double time, or a flat sum for some groups or plants and compensatory time off or straight time for others; 1½ or double time during certain seasons only (mainly in food processing); and a few agreements which granted either triple time, 2½, or 1¾ time.

³ Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals

Table 6. Premium rates for work on sixth and seventh day not part of regular workweek, in major collective bargaining agreements, by industry, 1958

Industry	Number with premium pay provision		Premium rate paid									
			Time and one-half		Time and one-half in some instances; double time in others		Double time		Premium or flat sum, varying by wage range, occupation, etc.		Other ¹	
			Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
SIXTH-DAY WORK												
All industries.....	608	3,186.6	567	2,967.1	2	3.5	4	6.7	12	31.4	23	177.9
<i>Manufacturing</i>	486	2,574.4	444	2,270.8	1	2.2	5	5.2	1	1.4	7	94.9
Ordnance and accessories.....	7	12.8	7	12.8								
Food and kindred products.....	44	163.5	38	155.5					1	1.4	5	6.6
Tobacco manufactures.....	2	2.8	2	2.8								
Textile mill products.....	23	61.6	23	61.6								
Apparel and other finished textile products.....												
Lumber and wood products (except furniture).....	7	16.3	7	16.3								
Furniture and fixtures.....	6	11.3	6	11.3								
Paper and allied products.....	7	10.7	7	10.7								
Printing, publishing, and allied industries.....	9	13.4	7	9.8			2	3.7				
Chemicals and allied products.....	32	69.5	32	69.5								
Products of petroleum and coal.....	18	45.5	18	45.5								
Rubber products.....	12	19.0	12	19.0								
Leather and leather products.....	6	10.7	6	10.7								
Stone, clay, and glass products.....	7	17.9	7	17.9								
Primary metal industries.....	72	610.3	72	610.3								
Fabricated metal products.....	20	64.8	20	64.8								
Machinery (except electrical).....	55	221.9	53	215.1			1	1.5			1	5.3
Electrical machinery.....	45	238.4	43	153.2	1	2.2					1	83.0
Transportation equipment.....	48	772.0	48	772.0								
Instruments and related products.....	6	12.4	6	12.4								
Miscellaneous manufacturing.....												
<i>Nonmanufacturing</i>	182	812.2	155	696.4	1	1.5	1	1.5	11	30.0	16	83.0
Mining, crude-petroleum and natural-gas production.....	8	246.0	8	246.0								
Transportation ²	38	86.0	34	78.8					2	3.0	2	4.2
Communications.....	16	99.3	13	80.7							3	18.6
Utilities: Electric and gas.....	51	116.5	45	105.5	1	1.3	1	1.5	1	2.4	3	5.8
Wholesale trade.....	3	5.7	3	5.7								
Retail trade.....	39	121.8	26	84.7					7	19.7	6	17.4
Hotels and restaurants.....	14	93.2	11	51.2					1	5.0	2	37.0
Services.....	12	32.0	12	32.0								
Construction.....	1	12.0	1	12.0								
Miscellaneous nonmanufacturing.....												
SEVENTH-DAY WORK												
All industries.....	622	3,405.7	176	1,038.8	3	12.7	421	2,193.1	4	16.1	18	145.1
<i>Manufacturing</i>	468	2,597.9	39	661.6			368	1,816.9			9	119.5
Ordnance and accessories.....	8	16.2					8	16.2				
Food and kindred products.....	49	230.5	14	27.7			30	183.6			5	19.2
Tobacco manufactures.....	2	2.8					2	2.8				
Textile mill products.....	24	63.5					24	63.5				
Apparel and other finished textile products.....	2	17.0					2	17.0				
Lumber and wood products (except furniture).....	5	12.3	4	11.3			1	1.0				
Furniture and fixtures.....	6	11.3					6	11.3				
Paper and allied products.....	8	12.6	4	6.0			4	6.6				
Printing, publishing, and allied industries.....	6	8.9	4	5.2			2	3.7				
Chemicals and allied products.....	44	91.2	3	7.9			41	83.4				
Products of petroleum and coal.....	18	46.4	9	17.6			9	28.9				
Rubber products.....	7	11.2					7	11.2				
Leather and leather products.....	6	12.0	1	1.0			5	11.0				
Stone, clay, and glass products.....	13	38.4					12	36.4			1	2.0
Primary metal industries.....	72	611.1	40	525.1			32	36.0				
Fabricated metal products.....	21	66.3	2	9.0			19	57.3				
Machinery (except electrical).....	63	251.9	2	19.4			60	227.2			1	5.3
Electrical machinery.....	45	248.9	2	3.8			41	152.1			2	93.0
Transportation equipment.....	56	827.4	4	27.8			52	799.6				
Instruments and related products.....	11	18.6					11	18.6				
Miscellaneous manufacturing.....												
<i>Nonmanufacturing</i>	156	807.8	87	377.2	3	12.7	53	376.3	4	16.1	9	25.6
Mining, crude-petroleum and natural-gas production.....	8	246.0	6	16.0			2	230.0				
Transportation ²	38	192.1	28	166.0	1	2.9	5	13.9			4	9.4
Communications.....	12	75.3	9	55.3			2	10.8			1	9.2
Utilities: Electric and gas.....	56	131.6	21	49.6	1	1.3	32	77.8			2	3.0
Wholesale trade.....	2	4.1	1	2.8			1	1.3				
Retail trade.....	18	60.2	12	43.0			2	5.1	3	11.1	1	1.0
Hotels and restaurants.....	12	61.0	5	25.9	1	8.5	4	18.6	1	5.0	1	3.0
Services.....	9	25.7	5	18.9			4	6.9				
Construction.....	1	12.0					1	12.0				
Miscellaneous nonmanufacturing.....												

¹ Includes agreements which provided time and one-half for the 6th day, or double time for the 7th day, for certain occupations only or during certain seasons only (food processing); and double time for the 7th consecutive day or if the 7th day fell on Sunday, and time and one-half otherwise. Also includes a few agreements which provided time and one-half for the 7th day for certain occupations only.

² Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals.

a requirement that the employee had not refused to work on any of five regularly scheduled days. In a few agreements, the minimum work requirements were not clear, or reference was made to local supplements.

Certain excused absences were counted as time worked in 63 of the 87 agreements with minimum work requirements for Sunday premium pay.

Payment of double time for Sunday work was specified in almost three-fourths (950) of the contracts with Sunday premium pay provisions; time and one-half was provided in nearly a fifth (250). (See table 5.) Of the remaining 100 agreements, 42 provided combinations of time and one-half and double time. These included telephone

Table 7. Premium pay for work on Saturday and Sunday as part of regular workweek, in major collective bargaining agreements, by industry, 1958

Industry	Premium pay for regularly scheduled work on—			
	Saturday		Sunday	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	42	194.8	249	1,530.6
Manufacturing.....	36	152.7	154	943.8
Ordnance and accessories.....			1	3.4
Food and kindred products.....	15	91.7	17	103.0
Tobacco manufactures.....				
Textile mill products.....	1	14.0	3	16.3
Apparel and other finished textile products.....				
Lumber and wood products (except furniture).....				
Furniture and fixtures.....			1	2.4
Paper and allied products.....	1	2.8	14	24.2
Printing, publishing, and allied industries.....	2	3.8	1	2.2
Chemicals and allied products.....	5	9.2	10	16.3
Products of petroleum and coal.....			1	1.3
Rubber products.....	1	1.0	1	1.0
Leather and leather products.....				
Stone, clay, and glass products.....	1	1.2	12	39.9
Primary metal industries.....	2	3.9	56	574.6
Fabricated metal products.....			8	20.5
Machinery (except electrical).....	4	8.1	11	67.9
Electrical machinery.....	2	4.6	3	5.8
Transportation equipment.....	2	12.5	10	56.7
Instruments and related products.....			4	7.3
Miscellaneous manufacturing.....			1	1.3
Nonmanufacturing.....	6	42.2	95	586.9
Mining, crude-petroleum and natural-gas production.....			4	12.1
Transportation ¹	3	30.4	4	34.4
Communications.....	1	9.0	49	454.4
Utilities: Electric and gas.....	1	1.8	23	55.6
Wholesale trade.....				
Retail trade.....			11	25.5
Hotels and restaurants.....			1	1.5
Services.....	1	1.0	3	3.5
Construction.....				
Miscellaneous nonmanufacturing.....				

¹ Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals.

agreements which granted time and one-half for the first two Sundays worked and double time for subsequent Sundays; agreements in other industries which specified double time for split shifts and for Sunday if it was the seventh day, and time and one-half in all other instances; and agreements providing double time for production workers, with time and one-half for employees on maintenance or emergency work, as in the following example:

All . . . work performed on Sundays and herein listed holidays shall be paid for at the rate of double time, except that such work as may be necessary in order to facilitate the emergency arrival of material may be done on Sundays at time and one-half the hourly rate of pay for the first eight (8) hours of such work performed. This rate shall not apply to any work other than that above mentioned.

A few others specified time and one-half except for maintenance men, who received double time.

Another group of 28 agreements specified fixed sums or premium rates for Sunday work which varied according to wage range, occupation, or for other reasons; or premium rates for some occupations and a fixed sum for others. For example:

Double time. Effective April 1, 1956, double the straight-time hourly rate shall be paid to all employees except box boys for all work performed on Sunday.

Box boys. Effective April 1, 1956, the Sunday rate for box boys shall be \$1.75 per hour for all work performed and shall be frozen at that figure for the duration of this agreement.

Sixth and Seventh Day Not Regularly Scheduled

Provisions for premium pay for the sixth day of the workweek were found in over a third of the agreements analyzed, covering two-fifths of the workers. The seventh workday was a premium day in almost the same proportions of agreements and workers (table 1).

Almost two-thirds of these contracts also provided premium pay for Saturday and/or Sunday. The sixth and seventh day clauses in such instances applied to employees on off-standard work schedules, in which Saturday or Sunday might be regular workdays. Under the remaining one-third or more agreements which specified only sixth and/or seventh day premium pay, workers on a regular Monday through Friday

Table 8. Premium rates for Saturday and Sunday work as part of regular workweek, in major collective bargaining agreements, 1953

Premium rate	For regularly scheduled work on—			
	Saturday		Sunday	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Number with provision for premium pay.	42	194.8	249	1,530.6
1 $\frac{1}{10}$ times regular rate.....	1	9.0	1	1.7
1 $\frac{3}{10}$ times regular rate.....	15	91.7		
1 $\frac{1}{2}$ times regular rate.....			4	6.5
1 $\frac{3}{4}$ times regular rate.....	1	1.8	174	626.3
1 $\frac{9}{10}$ times regular rate.....			15	91.7
1 $\frac{1}{2}$ times regular rate.....	11	34.9	92	538.8
2 times regular rate.....			10	28.5
1 $\frac{1}{2}$ times for first or first 2 Sundays worked; double time for second or third and subsequent consecutive Sundays			10	89.2
Cents-per-hour addition.....	10	26.9	21	49.9
Premium or flat sum, varying by wage range, occupation, etc.....	2	27.4	10	41.6
Other.....	2	3.3	12	56.8

¹ 59 of these agreements, covering 590,350 workers, provided premium pay of 1 $\frac{1}{10}$ for the first year of the contract, 1 $\frac{3}{10}$ the second year, and 1 $\frac{1}{2}$ the third year (1958).

² All agreements provided premium pay of 1 $\frac{1}{10}$ for the first year of the contract, 1 $\frac{3}{10}$ the second year, and 1 $\frac{9}{10}$ the third year (1958).

³ Premium pay ranged from 10 to 50 cents per hour.

⁴ Premium pay ranged from 5 to 70 cents per hour.

⁵ Includes agreements which provided double time for some groups and 1 $\frac{1}{2}$ or a flat sum for others; 1 $\frac{3}{4}$ for some groups and 1 $\frac{1}{4}$ for others; and specified amounts varying according to wage range.

⁶ Includes agreements which provided premium pay of 1 $\frac{1}{4}$, 1 $\frac{1}{2}$, or a flat sum for some occupational groups only; 1 $\frac{1}{2}$ for some occupations and compensatory time for others; 1 $\frac{3}{4}$ for some occupations and double time for second and subsequent Sundays worked for others; and a few agreements which paid a premium but did not clearly indicate the amount.

NOTE: Because of rounding, sums of individual items may not equal totals.

workweek would, in actual practice, receive premium pay for Saturday or Sunday work.

As in the case of Saturday and Sunday, provisions for sixth and seventh day pay were more prevalent in manufacturing than in nonmanufacturing agreements (table 2).

Requirements that an employee work a specified number of days or hours during the workweek in order to qualify for premium pay were more frequently established for the sixth and seventh day than for Saturday and Sunday. Such restrictions were found in approximately two-fifths of the agreements with sixth and seventh day provisions (table 3).

Nearly all (96 percent) of the agreements containing eligibility rules required the employee to work a full weekly schedule to qualify for sixth day premium pay; 80 percent required work for a full 6-day schedule for seventh day pay (table 4).

¹ Some of the clauses applied to Saturdays and Sundays occurring either outside of or within the regular workweek, and were tabulated in both categories.

Under these requirements, employees would be eligible for premium pay only for the sixth or seventh consecutive days worked, rather than for the sixth or seventh day of the workweek. Other minimum work requirements included work for a full 5-day schedule for seventh day premium rate (15 percent), and work for a specified number of hours or for some portion of each previously scheduled day for sixth or seventh day premium pay. However, over two-thirds of the agreements with sixth and seventh day minimum work requirements modified these restrictions by permitting certain absences to be counted as time worked, for premium pay eligibility.

Time and one-half was specified as the premium rate in 95 percent of the agreements with sixth day provisions (table 6). For those agreements with seventh day provisions, double time was specified in 68 percent, and time and one-half in 28 percent. Double time for the seventh day was more prevalent in manufacturing industries, accounting for nearly four-fifths of the manufacturing agreements, in contrast to one-third of nonmanufacturing.

Saturday and Sunday Regularly Scheduled

Provisions for premium pay for regularly scheduled work on Sunday were found in 14 percent (249) of the 1,736 contracts analyzed, covering 20 percent of the workers (table 7). Saturday premium pay provisions, in contrast, were included in only 42 agreements.⁵

The majority of these contracts were in industries noted for continuous-process or 7-day operations; these agreements also included provision for sixth and seventh day premium pay. In other industries, the clauses involved only certain occupational groups, such as maintenance men, guards, and stationary engineers, for whom Saturday or Sunday were regular workdays:

Maintenance employees will be paid a bonus of fifteen (15) cents per hour on Saturday and Sunday when these days are part of their regularly scheduled forty (40) hour workweek.

Of the 249 contracts with Sunday provisions, 92 provided time and one-half (table 8). Thirty-four of these, involving 60 percent of the workers in this group, were in the telephone industry. An additional 10 agreements in this industry

specified time and one-half for the first, or first two Sundays worked, and double time for subsequent Sundays. Double time was also specified in 10 other agreements, principally in the paper industry. Another group of 21 agreements provided for payment of additional cents per hour, ranging from 10 to 50 cents.

Time and one-fourth was specified in 74 contracts, of which 47 were in the basic steel industry (accounting for almost 90 percent of the workers receiving time and one-fourth). The basic steel formula was also used in a number of other agree-

ments, principally in the fabricated metal products, clay refractory, utilities, and iron mining industries.

Fifteen meatpacking agreements provided Sunday premium pay of one and one-tenth during the first year (1956) of the contract, one and one-fifth the second year, and one and three-tenths the third year—1958. These 15 agreements also granted premium pay for work on regularly scheduled Saturdays, for which the progression was one and one-twentieth, one and one-tenth, and for the third year, one and three-twentieths.

Hours of Work and Overtime Provisions, 1956-57

AN 8-HOUR WORKDAY and a 40-hour workweek were the predominant work schedules established through collective bargaining, according to the U. S. Department of Labor's Bureau of Labor Statistics analysis of 1,813 major collective bargaining contracts in effect in the latter part of 1956 and in 1957. Of the 1,508 agreements providing for standard weekly schedules, 1,266 established a 40-hour workweek. Only 126 agreements fixed the normal weekly schedule at less than 40 hours, but plant supplements to multiplant agreements (as in rubber manufacturing) and the language of multiemployer agreements (as in men's clothing) indicated that shorter workweeks were somewhat more frequent in major collective bargaining situations than this study revealed.

Although there were noteworthy exceptions, the work schedules provided in agreements generally defined the straight-time workday or workweek. Premium pay for work in excess of 8 hours (or less in some cases) in any one day was provided by the vast majority of agreements. Virtually all agreements established a 5-day week.

Scheduled hours of work, as the term is used in this study, define the number of hours which constitute the normal, standard, or regular workday or workweek. Such provisions do not guarantee the stipulated hours of work, nor do they, as a rule, fix a ceiling on the number of hours that may be worked. Hours of work provisions in agreements tend to serve two major purposes: (1) to safeguard against unilateral decisions significantly affecting work patterns and (2) to establish a framework for defining overtime. Paid time allowances for preparatory activities related to the job such as checking out tools, paid rest periods, paid washup time, where these practices are in effect,¹ are normally included in the standard daily or weekly schedule.

Each of the agreements studied covered 1,000 or more workers, and related in total to more than 8 million workers, or almost half of all the workers estimated to be under agreements in the United States, exclusive of railroads and airlines.² The vast majority of the 1,813 contracts studied con-

tained clauses which, in varying degree of detail, listed the hours to be worked per day, the number of days to be worked per week, and the total number of hours that constitute a week's work. Among the contracts which did not list work schedules were a significant number negotiated by multiplant companies, particularly in the rubber and transportation-equipment industries. In these instances, matters pertaining to hours of work were covered in local plant supplements (excluded from this study). On the other hand, relatively few agreements failed to define overtime.³

Weekly Hours of Work

Nearly 85 percent of the agreements with weekly work schedules, covering about 80 percent of the workers, provided for a 40-hour week. (See table 1.) Weekly schedules of less than 40 hours were found to apply to approximately 588,000 workers, or about 10 percent of all workers under agreements defining weekly hours. Nearly 290,000 workers in the apparel industries, plus an additional 126,000 workers divided almost equally between the printing and the construction industries, accounted for 2 out of 3 workers in this group.⁴

¹ See Paid Time for Washup, Cleanup, and Clothes Change, 1952-53, and Paid Rest-Period Provisions in Union Agreements, 1952-53 (in Monthly Labor Review, April 1954, pp. 420-423, and May 1954, pp. 531-535, respectively), or Bull. 1196 (1954), pp. 14-22.

² The Bureau does not maintain a file of railroad and airline agreements, hence their omission from this study. For an analysis of the characteristics of major agreements as defined in this study, see Characteristics of Major Union Contracts (in Monthly Labor Review, July 1956, pp. 805-811).

³ For purposes of analysis, a contract had to specify the scheduled hours of work per week. A provision for overtime after 40 hours a week was not used as a basis for assuming a 40-hour schedule.

⁴ For trends in the workweek in the printing and building construction industries, see Union Wages and Hours: Printing Industry, July 1, 1956, and Trend, 1907-56 (BLS Bull. 1207, 1957), which was summarized in the Monthly Labor Review, April 1957, pp. 466-471; and Union Wage Scales in the Building Trades, 1957, on pp. 171-175 of this issue.

TABLE 1. *Scheduled weekly hours of work in major collective*

Industry	Number studied		Number without provisions for weekly hours		Scheduled weekly hours of work							
					Less than 35		35		Over 35 and less than 37½		37½	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,813	8,024.6	305	2,035.0	4	20.6	77	455.4	19	58.0	26	54.3
Manufacturing.....	1,187	5,074.4	195	1,345.6	1	2.5	54	323.4	19	58.0	16	32.1
Ordnance and accessories.....	14	28.1	4	12.5								
Food and kindred products.....	118	384.2	31	84.5			2	6.7			2	10.0
Tobacco manufactures.....	12	33.3	1	2.2								
Textile-mill products.....	53	128.9	4	5.2			2	12.8			2	2.8
Apparel and other finished textile products.....	54	488.4					40	286.1	1	1.5		
Lumber and wood products (except furniture).....	17	44.2	3	8.0	1	2.5						
Furniture and fixtures.....	23	37.4	4	6.9								
Paper and allied products.....	54	124.7	16	27.4								
Printing, publishing, and allied industries.....	36	70.2					8	20.6	15	31.5	9	10.3
Chemicals and allied products.....	60	127.5	10	24.9								
Products of petroleum and coal.....	26	78.6	7	29.2								
Rubber products.....	23	130.4	8	104.3					1	3.0		
Leather and leather products.....	23	78.5									3	9.0
Stone, clay, and glass products.....	40	120.7	13	46.9					2	22.0		
Primary metal industries.....	119	720.8	24	71.1								
Fabricated metal products.....	68	187.5	2	9.0								
Machinery (except electrical).....	149	410.3	22	110.9								
Electrical machinery.....	114	473.8	9	17.9								
Transportation equipment.....	145	1,324.1	32	776.5								
Instruments and related products.....	27	60.1	3	6.2								
Miscellaneous manufacturing industries.....	12	23.4	2	2.2			2	2.2				
Nonmanufacturing.....	626	2,950.2	110	689.5	3	18.1	23	127.1			10	22.2
Mining, crude-petroleum, and natural-gas production.....	18	264.8	7	209.0			1	30.0				
Transportation ¹	114	587.7	41	195.0	1	15.0						
Communications.....	76	571.5	5	81.6			5	35.0			7	14.0
Utilities: electric and gas.....	77	201.2	3	12.8								
Wholesale trade.....	14	26.7	3	8.5								
Retail trade.....	86	254.0	11	31.1								
Hotels and restaurants.....	30	161.4	2	2.8							2	6.8
Services.....	58	187.1	13	66.2			1	1.1			1	1.4
Construction.....	149	639.5	17	77.4	2	3.1	16	61.0				
Miscellaneous nonmanufacturing.....	4	6.5	3	5.3								

¹ Contains agreements providing for 50-, 54-, and 60-hour workweeks.

² Includes agreements which establish the scheduled workweek on the basis of geographical location, and some which vary hours by department. Also in this group are contracts in which the length of the workweek is optional

with the employer; others in which hours are to be mutually agreed upon; and some which specify scheduled hours for some employees and make no reference to hours for others.

The prevalence of shorter workweeks in major agreements is understated by these figures, as mentioned earlier. In the rubber products and men's clothing industries, where workweeks below 40 hours have been in effect for many years in certain localities, the major agreements did not explicitly establish weekly hours. The multiplant agreements negotiated by the Big Four rubber companies provided that work schedules were to be negotiated locally. An examination of local plant agreements for Akron workers revealed that all specified a 36-hour schedule, spread over 6 days. The industrywide agreement for the men's clothing industry contained the following provision:

The regular hours of work for all employees may be 8 hours in any one day, from Monday to Friday inclusive. . . . The 36-hour week for all manufacturing operations in which it has been heretofore established shall be maintained.

Scheduled weekly hours in excess of 40 applied to only about 60,000 workers, mainly in transportation, hotel, and service industries. Almost twice as many workers were under agreements in which scheduled hours of work were permitted to vary according to occupation and 105,000 workers, according to seasonal requirements. In these circumstances, however, a 40-hour week

bargaining agreements by industry, 1956-57

Scheduled weekly hours of work—Continued														Industry
40		Over 40 and less than 48		48		Over 48 ¹		Vary by occupation		Vary by season		Other ²		
Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	
1,266	4,755.0	5	7.4	14	38.7	6	15.3	21	118.8	20	105.4	50	360.9	All industries.
861	2,990.0	2	2.5	4	9.6			4	20.8	18	100.9	13	184.2	Manufacturing.
10	15.6													Ordnance and accessories.
61	168.1			2	4.0			1	6.3	17	99.9	2	4.7	Food and kindred products.
11	31.1													Tobacco manufactures.
45	108.2							1	10.0			3	159.2	Textile-mill products.
9	31.7									1	1.0			Apparel and other finished textile products.
12	32.7													Lumber and wood products (except furniture).
17	26.8							1	2.5			1	1.3	Furniture and fixtures.
30	81.5	1	1.5	2	5.6							5	8.8	Paper and allied products.
4	7.8													Printing, publishing, and allied industries.
50	102.6													Chemicals and allied products.
19	49.4													Products of petroleum and coal.
14	23.1													Rubber products.
20	69.5													Leather and leather products.
24	50.8	1	1.0											Stone, clay, and glass products.
94	647.7							1	2.0					Primary metal industries.
66	178.5													Fabricated metal products.
127	299.4													Machinery (except electrical).
104	450.8											1	5.2	Electrical machinery.
112	542.4											1	5.2	Transportation equipment.
24	53.9													Instruments and related products.
8	19.0													Miscellaneous manufacturing industries.
405	1,765.0	3	4.9	10	29.2	6	15.3	17	98.0	2	4.5	37	176.8	Nonmanufacturing.
10	25.8													Mining, crude-petroleum, and natural-gas production.
45	291.0	2	3.8	3	3.1	6	15.3					16	64.7	Transportation. ³
43	316.9							5	45.7			11	78.3	Communications.
72	185.3							1	1.5			1	1.8	Utilities; electric and gas.
9	14.5							1	1.2	1	2.5			Wholesale trade.
67	200.2			1	4.5			2	7.9	1	2.0	4	8.4	Retail trade.
17	108.3			4	10.3			4	30.2			1	3.0	Hotels and restaurants.
28	75.3	1	1.1	1	10.0			4	11.5			4	20.7	Services.
113	546.8			1	1.3									Construction.
1	1.2													Miscellaneous nonmanufacturing.

¹ Most of these agreements are in the food processing and packing industries.

² The national agreement for the men's clothing industry defines the regular workweek as 8 hours per day, 5 days a week; however, it stipulates that operations already on a 36-hour week shall maintain that schedule.

³ Excludes railroad and airline agreements.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

may be standard for large groups of workers or for long periods of the year. The following excerpts from agreements in the hotel and food processing industries illustrate seasonal and occupational variations.

Non-tip receiving employees exclusive of dining room department employees. The hours of work for male and female employees shall be 40 hours per week.

Dining room department employees. Male—The workweek shall be 48 hours per week. . . . *Female*—The workweek shall be 44 hours per week.

Bellmen and doormen. . . . The hours of work shall be 48 hours per week.

* * * * *

An "exempt" week is a workweek of not more than 48 hours at straight time in which work of preparing, or placing in containers, or cooking or freezing of perishable products is being conducted. . . . All weeks other than

exempt weeks shall be deemed non-exempt and shall be weeks of not more than 40 hours at straight time.

Additional variations in working hours were provided for under the terms of 50 agreements covering over 360,000 workers. Included in this category is the nationwide agreement for the men's clothing industry previously mentioned. Varied weekly schedules were also found in the transportation industry. Location of work was a factor in the maritime industry, where the scheduled workweek was 40 hours in port and 56 hours at sea, and in interstate trucking agreements, where the length of the workweek varied by State. Geographical location was also the basis for varied workweeks in some communication contracts.

A sixth of the contracts studied contained no provisions on standard weekly hours of work.

TABLE 2. Scheduled daily hours of work in major collective bargaining agreements by industry, 1956-57

Industry	Number without provisions for daily hours		Scheduled work hours per day													
			Less than 7		7		7½		8		Split shift ¹		Vary by occupation		Other ²	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	258	1,271.5	7	31.4	73	423.1	26	54.3	1,324	5,408.7	27	93.0	20	303.5	78	439.5
Manufacturing.....	175	883.4	3	7.3	50	296.0	16	32.1	902	3,601.4			4	12.5	37	236.9
Ordnance and accessories.....	2	2.3							12	25.8						
Food and kindred products.....	31	85.0			2	6.7	2	10.0	76	266.1			1	6.3	6	10.1
Tobacco manufactures.....	1	2.2							11	31.1						
Textile-mill products.....	4	5.2			2	12.8	2	2.8	44	106.5			1	1.7		
Apparel and other finished textile products.....	2	28.2			36	253.7			9	31.7					7	174.8
Lumber and wood products (except furniture).....	3	8.0	1	2.5					13	33.7						
Furniture and fixtures.....	3	4.6							18	29.1			1	2.5	1	1.3
Paper and allied products.....	13	20.8	1	1.8					36	96.3					4	5.9
Printing, publishing, and allied industries.....					4	20.6	4	10.3	4	7.8					15	31.5
Chemicals and allied products.....	9	18.0							50	108.4					1	1.1
Products of petroleum and coal.....	5	18.8							21	59.8						
Rubber products.....	8	106.0	1	3.0					14	21.4						
Leather and leather products.....							3	9.0	20	69.5						
Stone, clay, and glass products.....	18	74.1							22	46.6						
Primary metal industries.....	14	39.1							104	679.7			1	2.0		
Fabricated metal products.....	1	3.0							67	184.5						
Machinery (except electrical).....	19	69.1							130	341.2						
Electrical machinery.....	8	15.1							105	453.6					1	5.2
Transportation equipment.....	29	380.8							115	938.1					1	5.2
Instruments and related products.....	3	6.2							24	53.9						
Miscellaneous manufacturing industries.....	2	2.2			2	2.2			7	17.0					1	2.0
Nonmanufacturing.....	83	383.1	4	24.1	23	127.1	10	22.2	422	1,807.3	27	93.0	16	291.0	41	202.7
Mining, crude-petroleum, and natural-gas production.....	2	3.2			1	30.0			14	31.6			1	200.0		
Transportation ³	32	165.1	1	15.0	5	35.0	7	14.0	45	291.4	22	53.7	5	45.7	14	62.6
Communications.....	5	72.4							43	319.4	2	16.4			9	68.7
Utilities: electric and gas.....	3	12.8							72	184.2			1	2.5	1	1.8
Wholesale trade.....	4	9.5							8	13.5			1	1.2	1	2.5
Retail trade.....	12	33.8							65	197.7			2	7.9	7	14.7
Hotels and restaurants.....	1	1.2					2	6.8	21	93.5	2	21.2	2	22.2	2	16.6
Services.....	17	64.2			1	1.1	1	1.4	28	74.8	1	1.8	4	11.5	6	32.5
Construction.....	4	15.8	3	9.1	16	61.0			125	600.2					1	3.5
Miscellaneous nonmanufacturing.....	3	5.3							1	1.2						

¹ Includes 22 transportation agreements, 19 of which provide that daily scheduled hours are to be worked within spread-time ranging from 10 to 13 hours, and 3 in which specified percentages of employees are required to complete their runs within different spread limits.

² Includes 5 agreements in transportation and services, 4 of which provide for an 8½- or 9-hour day, and 1 in which the day is to consist of "not more than 9 hours of straight time"; 15 agreements in the printing industry which provide for 7¼-hour workdays; agreements in the food processing and packing industries which detail 8-hour workdays during the nonprocessing season, but make no reference to hours of work during the processing season; mari-

time agreements in which length of working days depends on whether the employees are on port or sea duty; agreements which vary hours of work by city, area, department, and sex; and contracts which designate specific hours for 1 group and make no reference to hours for others.

³ See footnote 4, table 1.

⁴ 15 agreements providing for a 7¼-hour day are classified as "other."

⁵ Excludes railroad and airline agreements.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

Reference has already been made to the existence of master agreements which leave the determination of work schedules to local negotiations. However, as indicated later in this article (table 5), many agreements without provisions for weekly hours contained weekly overtime clauses. It is reasonable to assume that in many instances the overtime provisions also were intended as definitions of the standard hours of work.

⁶ As previously explained, this study understates the prevalence of the short workday in the rubber and men's clothing industries.

Daily Hours of Work

An 8-hour day was the standard in 85 percent of the agreements which specified daily schedules (table 2). Nearly half of the workers under a less than 8-hour schedule were employed in the ladies' garment industry under a 7-hour day schedule. A 6-hour day applied to Pacific Coast longshoremen.⁶

Included in a retail trade agreement was a provision in which the hours differed daily, i. e., a scheduled 45-hour week was divided into 8-, 8½-,

and 9½-hour days, varying by the day to be worked. Daily hours of work based on type of store were provided for in an areawide retail trade agreement. In a number of States, a maximum limit on the hours of work of women and minors is established by law. Such restrictions were reflected in agreements which specified shorter daily hours for women, or specified that daily hours for such workers were to be in accordance with State law.

Number of Workdays

Five out of six agreements designated the number of scheduled workdays within the workweek (table 3). The 5-day week was the normal schedule in almost 95 percent of these agreements.

No agreement in the survey provided for less than 5 workdays. Seasonal variations were again encountered in the food processing industry, and sea or port duty determined schedules for maritime personnel. A tour of duty which may extend over 4 full days and 2 half days was prescribed in a considerable number of telephone agreements.

Daily and Weekly Overtime

Pay at the rate of time and one-half for work in excess of 40 hours a week is required by the Fair Labor Standards Act for employees engaged in interstate commerce or in the production of goods for such commerce. Of more limited

TABLE 3. *Scheduled workdays per week in major collective bargaining agreements by industry, 1956-57*

Industry	Number studied		Number without provisions for weekly workdays		Scheduled number of workdays per week							
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	5		6		Varies by occupation		Other ¹	
					Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,813	8,024.6	297	1,926.5	1,408	5,547.6	18	39.8	13	51.1	77	459.7
Manufacturing.....	1,187	5,074.4	196	1,336.4	959	3,614.6	5	13.4	2	3.7	25	106.5
Ordnance and accessories.....	14	28.1	5	13.5	9	14.6	-----	-----	-----	-----	-----	-----
Food and kindred products.....	118	384.2	30	88.0	72	200.7	1	3.0	-----	-----	15	92.5
Tobacco manufactures.....	12	33.3	1	2.2	11	31.1	-----	-----	-----	-----	-----	-----
Textile-mill products.....	53	128.9	4	5.2	48	122.1	-----	-----	1	1.7	-----	-----
Apparel and other finished textile products.....	54	488.4	1	2.2	53	486.2	-----	-----	-----	-----	-----	-----
Lumber and wood products (except furniture).....	17	44.2	3	8.0	13	35.2	-----	-----	-----	-----	1	1.0
Furniture and fixtures.....	23	37.4	3	5.6	19	30.5	-----	-----	-----	-----	1	1.3
Paper and allied products.....	54	124.7	18	31.9	26	75.7	3	7.4	-----	-----	7	9.8
Printing, publishing, and allied industries.....	36	70.2	-----	-----	36	70.2	-----	-----	-----	-----	-----	-----
Chemicals and allied products.....	60	127.5	8	18.7	52	108.8	-----	-----	-----	-----	-----	-----
Products of petroleum and coal.....	26	78.6	7	29.2	19	49.4	-----	-----	-----	-----	-----	-----
Rubber products.....	23	130.4	9	108.6	13	18.8	1	3.0	-----	-----	-----	-----
Leather and leather products.....	23	78.5	-----	-----	23	78.5	-----	-----	-----	-----	-----	-----
Stone, clay, and glass products.....	40	120.7	18	74.1	22	46.6	-----	-----	-----	-----	-----	-----
Primary metal industries.....	119	720.8	21	67.1	97	651.7	-----	-----	1	2.0	-----	-----
Fabricated metal products.....	68	187.5	2	9.0	66	178.5	-----	-----	-----	-----	-----	-----
Machinery (except electrical).....	149	410.3	22	94.2	127	316.1	-----	-----	-----	-----	-----	-----
Electrical machinery.....	114	473.8	9	17.9	105	455.9	-----	-----	-----	-----	-----	-----
Transportation equipment.....	145	1,324.1	30	752.8	115	571.3	-----	-----	-----	-----	-----	-----
Instruments and related products.....	27	60.1	3	6.2	24	53.9	-----	-----	-----	-----	-----	-----
Miscellaneous manufacturing industries.....	12	23.4	2	2.2	9	19.2	-----	-----	-----	-----	1	2.0
Nonmanufacturing.....	626	2,950.2	101	590.1	449	1,933.1	13	26.5	11	47.5	52	353.2
Mining, crude-petroleum, and natural-gas production.....	18	264.8	7	209.0	11	55.8	-----	-----	-----	-----	-----	-----
Transportation ²	114	587.7	35	178.3	61	346.1	5	7.4	-----	-----	13	56.1
Communications.....	76	571.5	4	10.9	39	297.4	-----	-----	-----	-----	33	263.3
Utilities: electric and gas.....	77	201.2	2	10.3	73	187.0	-----	-----	2	4.0	-----	-----
Wholesale trade.....	14	26.7	4	11.0	9	14.7	1	1.0	-----	-----	-----	-----
Retail trade.....	86	254.0	11	29.9	71	212.3	1	4.5	2	5.8	1	1.5
Hotels and restaurants.....	30	161.4	2	2.8	19	115.1	4	10.3	4	30.2	1	3.0
Services.....	58	187.1	16	55.5	34	92.9	1	2.0	3	7.5	4	29.3
Construction.....	149	689.5	17	77.4	131	610.8	1	1.3	-----	-----	-----	-----
Miscellaneous nonmanufacturing.....	4	6.5	3	5.3	1	1.2	-----	-----	-----	-----	-----	-----

¹ Includes agreements in the food processing and packing industry in which the number of weekly workdays varies by season; agreements in the maritime industry which base number of days on sea or port duty; and other transportation contracts where the number of days are not specified. Also in this group are communications agreements which provide for weekly tours of 5 days or the equivalent thereof (4 full days and 2 half days), and agreements in which the number of weekly workdays are to be mutually agreed upon.

² Excludes railroad and airline agreements.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 4. Overtime premium pay provisions in major

Industry	Number studied		Number without overtime provisions		Daily overtime only						Weekly overtime only			
					After less than 8 hours ¹		After 8 hours		For work outside daily schedule ²		After 40 hours		Other ³	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries.....	1,813	8,024.6	106	412.1	29	201.9	279	1,467.9	233	956.8	34	93.5	4	5.3
Manufacturing.....	1,187	5,074.4	35	155.2	25	177.4	187	1,113.6	106	451.0	13	23.9		
Ordnance and accessories.....	14	28.1					4	8.4						
Food and kindred products.....	118	384.2	7	14.0	1	8.0	9	23.2	3	7.0	2	3.4		
Tobacco manufactures.....	12	33.3					6	14.2	2	10.1	1	2.2		
Textile-mill products.....	53	128.9	1	1.5			2	6.3	1	7.0	2	2.7		
Apparel and other finished textile products.....	54	488.4	4	67.5	22	167.1	3	8.8	10	181.6	2	4.4		
Lumber and wood products (except furniture).....	17	44.2	2	4.5			2	12.0						
Furniture and fixtures.....	23	37.4					5	8.0	4	10.1				
Paper and allied products.....	54	124.7	2	2.5			4	9.4	2	4.1	1	1.5		
Printing, publishing, and allied industries.....	36	70.2	1	1.0	2	2.4	1	1.6	27	56.4				
Chemicals and allied products.....	60	127.5	1	1.1			6	11.1	2	2.8				
Products of petroleum and coal.....	26	78.6	2	11.7			1	4.6	3	5.7				
Rubber products.....	23	130.4					1	4.0						
Leather and leather products.....	23	78.5	1	2.5			4	23.5	3	12.0	1	1.1		
Stone, clay, and glass products.....	40	120.7					6	33.3	1	1.4				
Primary metal industries.....	119	720.8					15	31.2	2	3.2	2	2.1		
Fabricated metal products.....	68	187.5	2	6.0			15	62.1	8	19.2				
Machinery (except electrical).....	149	410.3	1	2.5			28	108.1	10	55.9				
Electrical machinery.....	114	473.8	4	9.9			39	200.8	15	36.1				
Transportation equipment.....	145	1,324.1	5	28.4			29	533.1	11	36.4	1	3.0		
Instruments and related products.....	27	60.1					6	8.4						
Miscellaneous manufacturing industries.....	12	23.4	2	2.2			1	1.8	2	2.2	1	3.5		
Nonmanufacturing.....	626	2,950.2	71	256.9	4	24.5	92	354.3	127	405.8	21	69.7	4	5.3
Mining, crude-petroleum, and natural-gas production.....	18	264.8	1	1.3			1	1.1						
Transportation ⁴	114	587.7	21	85.8	1	15.0	25	78.0	18	80.3	3	3.0	2	2.2
Communications.....	76	571.5	1	18.5	1	2.4	2	27.0	10	76.2	5	15.8	1	1.7
Utilities: electric and gas.....	77	201.2	2	9.5			7	11.3	22	46.7	1	2.7		
Wholesale trade.....	14	26.7					4	6.5	1	1.2				
Retail trade.....	86	254.1	4	7.4			8	20.0	9	21.4	7	33.1		
Hotels and restaurants.....	30	161.4	4	19.3			5	23.4	2	5.5				
Services.....	58	187.1	16	54.0			4	6.4	4	13.6	4	10.6	1	1.4
Construction.....	149	689.5	20	57.9	2	7.1	36	180.9	61	260.9	1	4.5		
Miscellaneous nonmanufacturing.....	4	6.5	2	3.3										

¹ Agreements provide for premium pay after completion of 6-, 7-, and 7½-hour workdays. Included in this group are 22 agreements in the garment industry providing for 7-hour workdays. In 12 of these, daily premium pay starts upon completion of one-half hour overtime at straight pay.

² "Work outside daily schedule" refers to any time worked before or after the daily scheduled (clock) hours.

³ Agreements provide for premium pay for time worked in excess of 37½,

45, and 48 hours; also included is a hospital agreement providing for compensatory time after working more than 80 hours within a 2-week period, or for premium pay, at the employer's option.

⁴ Agreements provide for premium pay after 8 or 48, 9 or 45, and after 10 or 40 hours. Also included is an agreement providing for premium pay after a 48-hour week but basing daily overtime on sex. This group also includes 3 agreements which provide premium pay after 8½ and 9 hours daily.

application, the Public Contracts (Walsh-Healey) Act of 1936, which applies to work performed on United States Government contracts in excess of \$10,000, also calls for time and one-half rates for work in excess of 8 hours a day. Relatively few of the major agreements studied did not liberalize the overtime pay requirements of the Fair Labor Standards Act (table 4). The chief methods, as revealed by this study, provided for daily overtime rates or premium overtime rates for all work outside of the normal schedule. In addition, union agreements frequently define "hours worked" for overtime pay purposes more liberally

than the law requires (for example, by counting holidays as working time). Another common practice, but not covered in this study, is the payment of premium overtime rates for all work performed on Saturday or Sunday.⁶

Notwithstanding the Federal requirements, all but 106 of the 1,813 agreements studied contained specific provisions covering overtime payments. With few exceptions, the agreements provided for

⁶ See Premium Pay for Weekend Work, 1952 (in Monthly Labor Review, September 1953, pp. 933-939).

Another study on premium pay provisions for Saturday and Sunday and the 6th and 7th day in the workweek is currently in progress.

collective bargaining agreements by industry, 1956-57

Daily and weekly overtime								Overtime varies by—				Other ⁵		Industry
After 7 or 35 hours		After 7½ or 37½ hours		After 8 or 40 hours		Other ⁴		Occupation		Season		Other ⁵		
Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	
13	76.0	6	10.4	990	3,969.3	19	62.0	32	342.9	18	102.6	50	324.4	All industries.
8	33.1	4	5.6	769	2,941.3	5	9.0	7	26.4	17	100.1	11	38.2	Manufacturing.
2	6.7	1	2.0	10	19.7									Ordnance and accessories.
1	5.8	1	1.0	71	205.6	2	2.2	2	7.5	16	99.1	2	5.6	Food and kindred products.
3	17.5			3	6.8									Tobacco manufactures.
				45	104.7									Textile-mill products.
				3	7.8	1	1.5	1	12.0			5	20.3	Apparel and other finished textile products.
				12	26.7					1	1.0			Lumber and wood products (except furniture).
				13	16.8			1	2.5					Furniture and fixtures.
				43	104.6	1	1.6					1	1.2	Paper and allied products.
2	3.1	1	1.1	51	112.5	1	3.7							Printing, publishing, and allied industries.
				20	56.6									Chemicals and allied products.
				22	126.4									Products of petroleum and coal.
		1	1.5	13	37.9									Rubber products.
				33	86.0									Leather and leather products.
				99	682.3			1	2.0					Stone, clay, and glass products.
				43	100.3									Primary metal industries.
				109	242.6			1	1.2					Fabricated metal products.
				56	227.0									Machinery (except electrical).
				96	713.7			1	1.2			2	8.4	Electrical machinery.
				20	49.1							1	2.7	Transportation equipment.
				6	13.7									Instruments and related products.
5	42.9	2	4.8	221	1,028.0	14	53.1	25	316.5	1	2.5	39	286.3	Miscellaneous manufacturing industries.
1	30.0			13	30.7			1	200.0			1	1.7	Nonmanufacturing.
				21	182.9	5	18.9	1	1.2			17	120.5	Mining, crude-petroleum and natural-gas production.
		1	3.0	43	261.1			7	76.6			5	89.3	Transportation. ⁶
				42	125.0			2	4.3			1	1.8	Communication.
				8	16.5					1	2.5			Utilities: electric and gas.
				43	128.4	2	7.9	6	10.6			7	25.2	Wholesale trade.
		1	1.8	8	64.3	3	4.3	3	10.4			4	32.5	Retail trade.
1	1.1			17	55.0	4	22.0	4	11.5			3	11.8	Hotels and restaurants.
3	11.9			25	162.9							1	3.5	Services.
				1	1.2			1	2.0					Construction.
														Miscellaneous nonmanufacturing.

⁵ Includes some agreements in the garment industry in which overtime provisions for pieceworkers and for hourly workers differ. In other agreements, premium pay was based on salary, the sex of the employee, or the location of the work performed. In some instances, premium pay applied to some groups of employees, and no reference was made to other groups receiving such payments.

⁶ Excludes railroad and airline agreements.

Note: Because of rounding, sums of individual items do not necessarily equal totals.

premium rates for work in excess of 8 hours (or less in some cases) in any one day. On a 5-day week schedule, daily overtime, perhaps with provisions for premium pay for Saturday and Sunday, normally governs weekly overtime as well; thus, many agreements contained no reference to weekly overtime (in terms of number of hours).⁷

⁷ Pyramiding of overtime, that is, paying for daily as well as weekly overtime hours, is generally prohibited.

⁸ The Fair Labor Standards Act provides for both minimum wage and overtime exemptions. Among the workers exempt are those engaged in specified handling and processing activities of agricultural commodities within "the area of production." The Administrator of the Wage and Hour and Public Contracts Divisions may also grant a 14-week overtime exemption for employees in any seasonal industry.

Provisions for overtime pay for hours less than 8 per day or 40 per week were relatively uncommon.

One out of 8 agreements, distributed widely among manufacturing and nonmanufacturing industries, provided premium rates for all work performed outside of regularly scheduled hours, regardless of the number of hours previously worked. About 3 out of 4 major agreements in the printing industry fell in this category, as did a significant number of agreements in the construction and apparel industries.

Overtime exemptions for seasonal workers, as permitted under the Fair Labor Standards Act,⁸

were incorporated in 16 agreements in the food processing industry, as in the following example:

The company, being engaged in canning fresh fruits and vegetables at certain times of the year, is exempted from the overtime provisions of this agreement as follows:

(a) For a period of 14 weeks in canning perishable fruits and vegetables.

(b) Exempt from the overtime provisions of this agreement up to 12 hours in any one workday and up to 56 hours in any one workweek for an additional period of 14 weeks when such work is directly related to the processing of perishable fruits and vegetables.

In a number of trucking agreements, the overtime provisions in effect at the starting point of

the run determined the hours after which overtime was to be paid. In addition, different eligibility requirements were set forth for local delivery and over-the-road drivers. Contracts in the maritime industry specified different overtime provisions for port or sea duty.

As a rule, scheduled weekly hours are identical with the hours after which overtime is to be paid. However, a few agreements scheduling a less than 40-hour week provided for overtime only after 40 hours have been worked (table 5). Several contracts providing a schedule of more than 40 hours started overtime compensation after 8 hours daily or 40 hours weekly. In these

TABLE 5. Relation of overtime premium pay provisions to scheduled weekly hours of work in major collective bargaining agreements, 1956-57

Scheduled weekly hours of work	Number studied		Number without overtime provisions		Daily overtime only						Weekly overtime only			
					After less than 8 hours		After 8 hours		For work outside daily schedule		After 40 hours		Other ¹	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total.....	1,813	8,024.6	106	412.1	29	201.9	279	1,467.9	233	956.8	34	93.5	4	5.3
Weekly hours not specified.....	305	2,035.0	59	225.7	1	6.0	43	545.3	16	91.7	6	22.6		
Less than 35 hours.....	4	20.6	1	2.5	1	15.0			2	3.1				
35 hours.....	77	455.4	6	63.9	23	168.2	2	2.6	21	76.1	1	1.4		
Over 35 and less than 37½ hours.....	19	58.0							14	27.8				
37½ hours.....	26	54.3	1	1.0	4	12.8	2	7.5	7	10.1	1	1.4	1	1.7
40 hours.....	1,266	4,755.0	32	88.7			222	882.5	161	554.0	19	59.2	1	1.4
Over 40 and less than 48 hours.....	5	7.4	1	1.1			1	1.5					1	1.2
48 hours.....	14	38.7	1	6.0			4	8.5	1	3.0	1	1.0	1	1.0
Over 48 hours.....	6	15.3	3	11.3							2	2.0		
Other ²	91	585.1	2	12.0			5	20.1	11	191.2	4	5.8		
	Daily and weekly overtime								Overtime varies by—				Other overtime provisions ⁴	
	After 7 or 35 hours		After 7½ or 37½ hours		After 8 or 40 hours		Other ³		Occupation		Season			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
Total.....	13	76.0	6	10.4	990	3,969.3	19	62.0	32	342.9	18	102.6	50	324.4
Weekly hours not specified.....					152	775.9	6	18.5	9	211.4	1	3.3	12	135.1
Less than 35 hours.....														
35 hours.....	13	76.0			5	35.0			1	12.0			5	20.3
Over 35 and less than 37½ hours.....					3	25.0	2	5.2						
37½ hours.....			6	10.4	3	4.5			1	5.0				
40 hours.....					807	3,079.1	4	8.1	6	32.7	2	3.9	12	45.6
Over 40 and less than 48 hours.....					1	1.0	1	2.6						
48 hours.....					1	1.1	5	18.2						
Over 48 hours.....													1	2.0
Other ⁴					18	47.7	1	9.5	15	81.9	15	95.4	20	121.5

¹ See table 4, footnote 3.

² Includes 21 agreements in which the weekly hours vary by occupation and 20, by season. For the remaining 50 agreements, see table 1, footnote 2.

³ See table 4, footnote 4.

⁴ See table 4, footnote 5.

NOTE.—Because of rounding, sums of individual items do not necessarily equal totals.

TABLE 6. *Relation of overtime premium pay provisions to scheduled daily hours of work in major collective bargaining agreements, 1956-57*

Scheduled daily hours of work	Number studied		Number with-out overtime provisions		Daily overtime only						Weekly overtime only			
					After less than 8 hours		After 8 hours		For work outside daily schedule		After 40 hours		Other ¹	
	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)
Total	1,813	8,024.6	106	412.1	29	201.9	279	1,467.9	233	956.8	34	93.5	4	5.3
Daily hours not specified	258	1,271.5	55	206.1	1	26.0	24	88.2	8	34.6	13	33.0	1	1.0
Less than 7 hours	7	31.4	1	2.5	2	21.0	2	2.6	2	3.1	1	1.4	1	1.0
7 hours	73	423.1	6	63.9	21	139.3	2	7.5	7	73.9	1	1.4	1	1.7
7½ hours	26	54.3	1	1.0	4	12.8	2	7.5	7	10.1	1	1.4	1	1.4
8 hours	1,324	5,408.7	37	112.0	-----	-----	241	1,330.4	168	612.9	17	54.9	1	1.4
Split shift	27	93.0	1	9.2	-----	-----	7	22.9	5	5.7	-----	-----	-----	-----
Vary by occupation	20	303.5	-----	-----	-----	-----	-----	-----	1	1.2	-----	-----	-----	-----
Other ²	78	439.5	5	17.5	1	2.4	3	16.5	22	215.5	2	2.7	1	1.2
	Daily and weekly overtime						Overtime varies by--						Other overtime provisions ⁴	
	After 7 or 3½ hours		After 7½ or 37½ hours		After 8 or 40 hours		Other ³		Occupation		Season			
	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)	Agree-ments	Work-ers (thou-sands)
Total	13	76.0	6	10.4	990	3,969.3	19	62.0	32	342.9	18	102.6	50	324.4
Daily hours not specified	-----	-----	-----	-----	132	722.5	4	6.3	8	12.0	4	11.5	8	130.4
Less than 7 hours	-----	-----	-----	-----	2	4.8	-----	-----	-----	-----	-----	-----	-----	-----
7 hours	13	76.0	-----	-----	5	35.0	-----	-----	1	12.0	-----	-----	4	18.5
7½ hours	-----	-----	6	10.4	3	4.5	-----	-----	1	5.0	-----	-----	-----	-----
8 hours	-----	-----	-----	-----	828	3,127.0	5	9.9	5	30.2	9	33.7	13	40.5
Split shift	-----	-----	-----	-----	8	35.7	3	14.7	-----	-----	-----	-----	3	4.9
Vary by occupation	-----	-----	-----	-----	2	5.7	-----	-----	15	274.7	-----	-----	2	21.9
Other ⁴	-----	-----	-----	-----	10	34.2	7	31.1	2	9.1	5	7.4	20	102.3

¹ See table 4, footnote 3.
² See table 2, footnote 2.
³ See table 4, footnote 4.

⁴ See table 4, footnote 5.

NOTE: Because of rounding, sums of individual items do not necessarily equal totals.

situations, the regular working schedule includes "built in" overtime hours. Among the 305 contracts which contained no scheduled weekly hours, 152 agreements provided overtime premium pay after 8 hours daily or 40 hours weekly. An additional 43 agreements based overtime payments on an 8-hour day.

The practice of establishing overtime provisions without defining work schedules was again noted in comparing such provisions with daily schedules (table 6). Of the 258 agreements which did not specify the length of the workday, all but 55 contained overtime provisions, chiefly after 8 or 40 hours.

Appendix

Shift Differentials by Industry

Appendix tables 1 and 2 present details on second- and third-shift differentials by industry group. For these tables, the 26 agreements that provided different premiums for fixed and rotating shifts are grouped together, and the amount of differential for the fixed shifts are not accounted for in the columns dealing with uniform cents per hour and percentage differentials. In table 3 (p. 4), however, the differentials for the fixed shifts in these 26 cases were distributed among the appropriate categories of amounts to reflect general levels. Thus, the totals for the columns affected in the following tabulations will not correspond precisely with totals shown in table 3.

Table A-1. Types and amounts of second-shift differentials in major collective bargaining agreements by industry, 1958¹

Industry	All agreements providing second-shift differentials		Uniform cents addition to first-shift rates		Cents-per-hour differential			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Less than 4 cents		4 cents	
					Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries	1,293	5,831.0	777	2,886.3	10	29.0	24	277.2
Manufacturing	950	4,068.7	645	2,319.0	6	13.3	18	34.8
Ordnance	10	24.0	7	16.8	-	-	-	-
Food and kindred products	87	321.6	71	282.0	2	3.6	1	1.0
Tobacco manufactures	7	21.8	3	1.8	1	1.5	-	-
Textile-mill products	16	37.1	9	25.0	-	-	1	1.5
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	8	25.7	8	25.7	-	-	-	-
Furniture and fixtures	13	19.4	10	13.6	-	-	-	-
Paper and allied products	50	111.4	47	105.6	1	1.2	-	-
Printing, publishing, and allied industries	34	58.5	4	4.9	-	-	-	-
Chemicals and allied products	54	105.7	47	94.8	1	2.5	-	-
Products of petroleum and coal	22	55.7	22	55.7	-	-	-	-
Rubber products	21	95.5	17	66.8	-	-	5	5.4
Leather and leather products	5	9.0	5	9.0	-	-	-	-
Stone, clay, and glass products	32	86.7	30	77.5	-	-	9	23.4
Primary metal industries	118	714.9	111	704.2	-	-	1	2.5
Fabricated metal products	60	166.3	36	107.0	-	-	1	1.0
Machinery (except electrical)	136	383.7	78	192.8	-	-	-	-
Electrical machinery	102	450.3	39	82.9	-	-	-	-
Transportation equipment	141	1,290.9	78	414.2	1	4.5	-	-
Instruments and related products	23	55.4	9	12.9	-	-	-	-
Miscellaneous manufacturing industries	11	24.5	9	21.4	-	-	-	-
Nonmanufacturing	343	1,762.3	132	567.3	4	15.7	6	242.5
Mining, crude petroleum, and natural-gas production	15	259.8	12	255.3	1	1.6	2	230.0
Transportation ²	29	106.9	18	70.9	2	11.6	3	11.1
Communications	70	579.3	1	1.7	-	-	-	-
Utilities: Electric and gas	63	154.8	54	135.4	-	-	1	1.4
Wholesale trade	6	16.9	7	17.7	-	-	-	-
Retail trade	40	110.3	21	58.1	-	-	-	-
Hotels and restaurants	8	54.1	1	1.5	-	-	-	-
Services	23	69.2	11	16.7	-	-	-	-
Construction	85	407.4	6	12.6	-	-	-	-
Miscellaneous nonmanufacturing industries	2	3.7	1	2.5	1	2.5	-	-
Cents-per-hour differential								
	5 cents		6 cents		7 cents		7½ cents	
All industries	116	317.3	88	738.6	61	126.0	21	48.3
Manufacturing	94	262.9	69	184.9	51	108.3	17	36.3
Ordnance	1	3.4	-	-	1	1.0	-	-
Food and kindred products	17	97.2	4	6.3	4	6.7	2	10.7
Tobacco manufactures	-	-	1	1.3	-	-	-	-
Textile-mill products	4	17.7	-	-	1	1.0	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	2	7.5	4	6.2	-	-	-	-
Furniture and fixtures	1	1.1	1	2.4	1	2.3	1	1.3
Paper and allied products	23	50.2	7	11.1	7	29.5	1	1.5
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-
Chemicals and allied products	3	7.5	2	5.3	4	6.4	-	-
Products of petroleum and coal	-	-	5	5.9	-	-	-	-
Rubber products	2	3.7	8	55.4	1	1.2	1	1.1
Leather and leather products	3	5.1	-	-	-	-	-	-
Stone, clay, and glass products	4	6.1	7	31.1	4	7.8	-	-
Primary metal industries	11	15.7	18	29.9	4	5.9	5	8.4
Fabricated metal products	7	13.9	2	3.5	7	12.7	2	2.6
Machinery (except electrical)	3	5.4	7	20.6	8	19.6	2	3.1
Electrical machinery	4	4.9	1	1.2	4	7.2	1	2.2
Transportation equipment	4	8.2	2	4.8	4	5.6	2	5.5
Instruments and related products	-	-	-	-	1	1.6	-	-
Miscellaneous manufacturing industries	5	15.5	-	-	-	-	-	-
Nonmanufacturing	22	54.4	19	53.7	10	17.7	4	12.0
Mining, crude petroleum, and natural-gas production	2	5.9	4	12.1	-	-	-	-
Transportation ²	3	12.8	1	1.2	-	-	2	4.6
Communication	-	-	1	1.7	-	-	-	-
Utilities: Electric and gas	6	12.7	13	38.7	8	15.3	-	-
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	4	10.4	-	-	1	1.1	2	7.4
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	6	9.8	-	-	-	-	-	-
Construction	1	3.0	-	-	1	1.4	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Types and amounts of second-shift differentials in major collective bargaining agreements by industry, 1968¹—Continued

Industry	Cents-per-hour differentials							
	8 cents		More than 8, less than 10 cents		10 cents		11 cents	
	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)
All industries	129	780.8	34	99.3	165	438.1	8	16.9
Manufacturing	123	768.0	28	82.1	134	352.4	7	15.5
Ordnance	-	-	-	-	1	1.4	-	-
Food and kindred products	4	11.1	5	14.4	31	110.9	2	8.4
Tobacco manufactures	-	-	-	-	1	4.0	-	-
Textile-mill products	-	-	1	1.0	1	2.8	1	1.0
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	2	12.0	-	-
Furniture and fixtures	-	-	-	-	6	6.5	-	-
Paper and allied products	-	-	-	-	7	11.0	-	-
Printing, publishing, and allied industries	-	-	-	-	1	1.3	1	1.2
Chemicals and allied products	9	15.0	8	21.8	13	23.2	1	1.8
Products of petroleum and coal	17	49.8	-	-	-	-	-	-
Rubber products	2	3.9	-	-	-	-	-	-
Leather and leather products	4	6.6	-	-	1	1.5	-	-
Stone, clay, and glass products	4	6.6	-	-	1	1.5	-	-
Primary metal industries	59	611.2	2	4.5	8	14.3	-	-
Fabricated metal products	9	21.5	-	-	7	50.5	-	-
Machinery (except electrical)	7	13.3	6	8.3	22	47.5	-	-
Electrical machinery	1	1.3	3	19.0	14	28.0	-	-
Transportation equipment	10	33.3	1	9.6	14	30.9	1	1.7
Instruments and related products	1	1.2	2	3.6	3	3.9	1	1.5
Miscellaneous manufacturing industries	-	-	-	-	2	3.0	-	-
Nonmanufacturing	6	12.8	6	17.3	31	85.7	1	1.4
Mining, crude petroleum, and natural- gas production	2	3.9	-	-	1	1.9	-	-
Transportation	-	-	-	-	6	24.7	-	-
Communications	-	-	-	-	-	-	-	-
Utilities: Electric and gas	3	4.4	6	17.3	8	20.1	-	-
Wholesale trade	1	4.5	-	-	6	8.2	-	-
Retail trade	-	-	-	-	5	24.7	-	-
Hotels and restaurants	-	-	-	-	1	1.5	-	-
Services	-	-	-	-	1	1.2	1	1.4
Construction	-	-	-	-	3	3.5	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-
	12 cents		More than 12, less than 15 cents		15 cents		More than 15 cents	
All industries	77	418.5	13	29.0	16	34.3	15	33.3
Manufacturing	65	388.6	10	21.0	15	31.9	8	19.4
Ordnance	4	11.0	-	-	-	-	-	-
Food and kindred products	1	2.6	-	-	-	-	3	9.3
Tobacco manufactures	-	-	-	-	-	-	-	-
Textile-mill products	-	-	-	-	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-
Paper and allied products	1	1.2	-	-	-	-	-	-
Printing, publishing, and allied industries	1	1.1	1	1.4	-	-	-	-
Chemicals and allied products	1	1.2	1	1.0	2	3.8	2	5.5
Products of petroleum and coal	-	-	-	-	-	-	-	-
Rubber products	-	-	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	1	1.1
Primary metal industries	1	6.5	-	-	1	3.5	1	2.0
Fabricated metal products	1	1.3	-	-	-	-	-	-
Machinery (except electrical)	10	56.2	4	9.8	3	9.1	-	-
Electrical machinery	6	9.8	3	7.3	2	2.0	-	-
Transportation equipment	32	296.5	1	1.5	6	10.7	1	1.5
Instruments and related products	1	1.2	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	2	2.9	-	-
Nonmanufacturing	12	30.0	3	8.0	1	2.4	7	13.9
Mining, crude petroleum, and natural- gas production	-	-	-	-	-	-	-	-
Transportation	-	-	1	5.0	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Utilities: Electric and gas	9	25.6	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	-	-	2	3.0	1	2.4	6	4.2
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	3	4.4	-	-	-	-	-	-
Construction	-	-	-	-	-	-	1	4.7
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-1. Types and amounts of second-shift differentials in major collective bargaining agreements by industry, 1958¹—Continued

Industry	Uniform percent addition to first-shift rates		Percent differential							
	Agreements	Workers (thousands)	Less than 5 percent		5 percent		More than 5, less than 10 percent		10 percent	
			Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries	239	1,443.1	1	1.2	58	680.2	33	121.5	136	610.7
Manufacturing	208	1,271.9	-	-	56	667.2	32	118.8	113	462.2
Ordnance	1	1.4	-	-	-	-	-	-	1	1.4
Food and kindred products	3	16.5	-	-	-	-	-	-	3	16.5
Tobacco manufactures	4	15.1	-	-	-	-	4	15.1	-	-
Textile-mill products	6	10.6	-	-	6	10.6	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	3	5.9	-	-	2	4.5	-	-	1	1.4
Paper and allied products	1	3.0	-	-	1	3.0	-	-	-	-
Printing, publishing, and allied industries	1	1.0	-	-	-	-	-	-	1	1.0
Chemicals and allied products	1	2.3	-	-	1	2.3	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-	-	-
Rubber products	3	7.5	-	-	2	5.6	1	1.9	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-	-	-
Primary metal industries	4	5.3	-	-	3	4.1	-	-	1	1.2
Fabricated metal products	14	36.8	-	-	4	11.5	4	8.3	5	11.0
Machinery (except electrical)	49	172.8	-	-	13	61.0	3	9.2	30	99.2
Electrical machinery	58	296.4	-	-	1	1.0	5	19.9	52	275.5
Transportation equipment	47	664.7	-	-	20	559.7	15	64.5	12	40.5
Instruments and related products	12	31.7	-	-	2	2.7	-	-	7	14.6
Miscellaneous manufacturing industries	1	1.3	-	-	1	1.3	-	-	-	-
Nonmanufacturing	31	171.3	1	1.2	2	13.0	1	2.7	23	148.5
Mining, crude petroleum, and natural-gas production	-	-	-	-	-	-	-	-	-	-
Transportation ²	-	-	-	-	-	-	-	-	-	-
Communications	7	37.0	-	-	-	-	-	-	7	87.0
Utilities: Electric and gas	1	2.7	-	-	-	-	1	2.7	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	6	19.8	-	-	-	-	-	-	6	19.8
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-
Services	9	46.3	-	-	2	13.0	-	-	6	32.2
Construction	7	19.3	-	-	-	-	-	-	4	14.5
Miscellaneous nonmanufacturing industries	1	1.2	1	1.2	-	-	-	-	-	-
			Percent differential		Shift differentials vary for fixed and rotating shifts		No uniform differential-premiums over day rates vary by occupation or wage range		Other money differentials ³	
			More than 10 percent							
All industries			11	29.7	28	189.3	47	216.9	63	294.8
Manufacturing			7	73.8	17	174.3	25	88.4	21	139.8
Ordnance			-	-	1	4.5	-	-	1	1.3
Food and kindred products			-	-	1	1.0	1	8.0	4	10.3
Tobacco manufactures			-	-	-	-	-	-	-	-
Textile-mill products			-	-	1	1.6	-	-	-	-
Apparel and other finished textile products			-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)			-	-	-	-	-	-	-	-
Furniture and fixtures			-	-	-	-	-	-	-	-
Paper and allied products			-	-	2	7.8	-	-	-	-
Printing, publishing, and allied industries			-	-	-	-	18	41.3	3	10.5
Chemicals and allied products			-	-	4	6.7	-	-	-	-
Products of petroleum and coal			-	-	-	-	-	-	-	-
Rubber products			-	-	-	-	-	-	1	21.2
Leather and leather products			-	-	-	-	-	-	-	-
Stone, clay, and glass products			-	-	2	9.2	-	-	-	-
Primary metal industries			-	-	2	3.4	-	-	1	2.0
Fabricated metal products			1	6.0	-	-	-	-	1	1.4
Machinery (except electrical)			3	3.4	3	5.2	1	4.0	2	4.4
Electrical machinery			-	-	-	-	1	2.1	4	69.0
Transportation equipment			-	-	1	140.0	4	33.0	3	10.8
Instruments and related products			3	14.4	-	-	-	-	1	9.0
Miscellaneous manufacturing industries			-	-	-	-	-	-	-	-
Nonmanufacturing			4	5.9	9	15.0	22	128.5	42	155.0
Mining, crude petroleum, and natural-gas production			-	-	3	4.6	-	-	-	-
Transportation ²			-	-	-	-	-	-	9	27.7
Communications			-	-	-	-	15	85.7	11	65.9
Utilities: Electric and gas			-	-	6	10.4	1	2.0	-	-
Wholesale trade			-	-	-	-	1	4.2	-	-
Retail trade			-	-	-	-	-	-	13	32.4
Hotels and restaurants			-	-	-	-	3	32.2	4	20.4
Services			1	1.1	-	-	1	2.2	2	4.0
Construction			3	4.8	-	-	1	1.3	3	4.5
Miscellaneous nonmanufacturing industries			-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Types and amounts of third-shift differentials in major collective bargaining agreements by industry, 1958

Industry	All agreements providing third shift differentials		Uniform cents addition to first-shift rates		Cents-per-hour differential			
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Less than 5 cents		5 cents	
					Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries	1,067	4,990.4	625	2,171.0	2	2.6	23	60.2
Manufacturing	835	3,635.9	543	1,742.0	1	1.0	17	40.4
Ordnance	9	22.6	3	8.1	-	-	-	-
Food and kindred products	59	148.2	53	127.7	-	-	2	3.6
Tobacco manufactures	3	13.5	2	8.9	-	-	-	-
Textile-mill products	35	87.6	27	74.5	-	-	12	29.5
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	6	22.3	6	22.3	-	-	-	-
Furniture and fixtures	12	16.4	10	13.6	-	-	-	-
Paper and allied products	44	84.0	40	76.7	-	-	1	1.2
Printing, publishing, and allied industries	30	62.4	3	3.7	-	-	-	-
Chemicals and allied products	53	104.8	46	92.9	-	-	-	-
Products of petroleum and coal	22	55.7	22	55.7	-	-	-	-
Rubber products	15	52.2	12	18.6	1	1.0	-	-
Leather and leather products	4	7.8	4	7.8	-	-	-	-
Stone, clay, and glass products	30	83.6	27	73.4	-	-	-	-
Primary metal industries	114	705.4	105	690.0	-	-	-	-
Fabricated metal products	56	156.1	35	90.0	-	-	-	-
Machinery (except electrical)	112	333.5	65	170.5	-	-	-	-
Electrical machinery	76	368.6	33	71.6	-	-	1	1.7
Transportation equipment	132	1,260.0	36	107.5	-	-	1	4.5
Instruments and related products	12	27.2	5	7.8	-	-	-	-
Miscellaneous manufacturing industries	11	24.5	9	21.4	-	-	-	-
Nonmanufacturing	232	1,354.6	82	429.0	1	1.6	6	19.8
Mining, crude petroleum, and natural-gas production	15	259.8	12	255.3	1	1.6	-	-
Transportation ¹	10	31.6	7	22.0	-	-	4	17.6
Communications	55	513.9	-	-	-	-	-	-
Utilities: Electric and gas	57	142.1	49	124.7	-	-	2	2.0
Wholesale trade	3	7.1	3	7.1	-	-	-	-
Retail trade	3	7.0	2	6.0	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	12	37.1	4	6.1	-	-	-	-
Construction	76	354.8	5	7.9	-	-	-	-
Miscellaneous nonmanufacturing industries	1	1.2	-	-	-	-	-	-
	Cents-per-hour differential							
	6 cents		More than 6, less than 9 cents		9 cents		10 cents	
All industries	21	270.6	58	135.7	54	139.6	157	333.8
Manufacturing	17	37.2	54	127.7	41	97.5	139	289.9
Ordnance	-	-	-	-	-	-	2	4.4
Food and kindred products	1	1.0	4	8.2	3	6.3	25	68.7
Tobacco manufactures	-	-	1	7.6	1	1.3	-	-
Textile-mill products	-	-	10	26.8	-	-	4	17.2
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	3	4.8	1	6.5	-	-	1	1.0
Furniture and fixtures	-	-	-	-	1	2.4	4	4.4
Paper and allied products	-	-	9	27.8	-	-	20	32.1
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	4	7.1	1	1.4	4	8.6
Products of petroleum and coal	-	-	-	-	1	1.3	-	-
Rubber products	3	6.3	4	4.5	2	4.6	2	2.3
Leather and leather products	-	-	2	3.9	-	-	-	-
Stone, clay, and glass products	7	20.7	1	1.7	7	30.9	5	6.9
Primary metal industries	2	3.5	4	6.2	11	18.8	22	30.6
Fabricated metal products	1	1.0	3	8.7	2	3.0	12	19.5
Machinery (except electrical)	-	-	7	12.6	6	19.6	17	35.2
Electrical machinery	-	-	1	2.2	2	2.5	7	12.4
Transportation equipment	-	-	2	3.0	3	3.6	9	31.5
Instruments and related products	-	-	-	-	-	-	1	1.6
Miscellaneous manufacturing industries	-	-	1	1.0	1	2.0	4	13.7
Nonmanufacturing	4	233.4	4	8.1	13	42.1	18	43.9
Mining, crude petroleum, and natural-gas production	2	230.0	1	2.3	3	9.8	2	5.9
Transportation ¹	1	2.0	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Utilities: Electric and gas	1	1.4	3	5.8	9	30.9	8	21.9
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	1	4.8
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	-	-	-	-	1	1.4	2	3.5
Construction	-	-	-	-	-	-	5	7.9
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Types and amounts of third-shift differentials in major collective bargaining agreements by industry, 1958—Continued

Industry	Cents-per-hour differential							
	More than 10, less than 12 cents		12 cents		More than 12, less than 15 cents		15 cents	
	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)
All industries	16	34.8	141	843.6	33	100.1	59	97.5
Manufacturing	8	18.5	126	806.8	31	94.4	52	84.8
Ordnance	-	-	1	3.7	-	-	-	-
Food and kindred products	5	12.1	1	1.8	4	9.8	6	9.5
Tobacco manufactures	-	-	-	-	-	-	-	-
Textile-mill products	-	-	1	1.0	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	1	2.3	-	-	4	4.5
Paper and allied products	-	-	8	12.9	-	-	2	2.7
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-
Chemicals and allied products	1	1.2	3	10.6	4	6.3	12	21.8
Products of petroleum and coal	-	-	4	4.7	-	-	-	-
Rubber products	-	-	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	3	5.7	3	6.1	1	1.5
Primary metal industries	-	-	62	618.9	1	6.5	1	2.0
Fabricated metal products	1	3.4	10	20.9	4	28.4	2	5.1
Machinery (except electrical)	-	-	13	47.7	6	22.5	9	13.0
Electrical machinery	1	1.9	7	26.0	5	7.1	7	13.1
Transportation equipment	-	-	12	50.7	2	4.0	5	7.3
Instruments and related products	-	-	-	-	1	2.0	2	2.6
Miscellaneous manufacturing industries	-	-	-	-	1	1.8	1	1.7
Nonmanufacturing	8	16.3	15	36.9	2	5.7	7	12.8
Mining, crude petroleum, and natural- gas production	-	-	-	-	-	-	1	1.9
Transportation ¹	-	-	1	1.2	-	-	1	1.0
Communications	-	-	-	-	-	-	-	-
Utilities; Electric and gas	8	16.3	14	35.7	-	-	3	7.1
Wholesale trade	-	-	-	-	1	4.5	1	1.6
Retail trade	-	-	-	-	1	1.2	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	-	-	-	-	-	-	1	1.2
Construction	-	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-
	Cents-per-hour differential						Uniform percent addition to first-shift rates	
	16 cents		More than 16 cents					
All industries	36	85.6	25	67.0	149	1,141.6		
Manufacturing	34	81.7	23	62.3	135	1,061.9		
Ordnance	-	-	-	-	-	-		
Food and kindred products	-	-	2	6.7	-	-		
Tobacco manufactures	-	-	-	-	1	4.6		
Textile-mill products	-	-	-	-	7	12.2		
Apparel and other finished textile products	-	-	-	-	-	-		
Lumber and wood products (except furniture)	-	-	-	-	1	10.0		
Furniture and fixtures	-	-	-	-	2	2.9		
Paper and allied products	-	-	-	-	1	3.0		
Printing, publishing, and allied industries	-	-	3	3.7	1	1.0		
Chemicals and allied products	10	16.0	7	20.1	1	2.3		
Products of petroleum and coal	17	49.8	-	-	-	-		
Rubber products	-	-	-	-	2	5.6		
Leather and leather products	2	3.9	-	-	-	-		
Stone, clay, and glass products	-	-	-	-	-	-		
Primary metal industries	-	-	2	3.5	3	4.3		
Fabricated metal products	-	-	-	-	11	28.0		
Machinery (except electrical)	4	11.0	3	9.0	31	134.7		
Electrical machinery	1	1.1	1	3.7	32	205.7		
Transportation equipment	-	-	2	2.9	37	640.2		
Instruments and related products	-	-	1	1.6	5	16.4		
Miscellaneous manufacturing industries	-	-	1	1.2	1	1.3		
Nonmanufacturing	2	3.9	2	4.7	14	79.7		
Mining, crude petroleum, and natural- gas production	2	3.9	-	-	-	-		
Transportation ¹	-	-	-	-	-	-		
Communications	-	-	-	-	3	41.4		
Utilities; Electric and gas	-	-	1	3.7	1	2.7		
Wholesale trade	-	-	1	1.0	-	-		
Retail trade	-	-	-	-	1	1.0		
Hotels and restaurants	-	-	-	-	-	-		
Services	-	-	-	-	4	24.2		
Construction	-	-	-	-	4	9.3		
Miscellaneous nonmanufacturing industries	-	-	-	-	1	1.2		

See footnotes at end of table.

Table A-2. Types and amounts of third-shift differentials in major collective bargaining agreements by industry, 1958—Continued

Industry	Percent differential							
	5 percent		7 percent		7½ percent		More than 7½, less than 10 percent	
	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)	Agree- ments	Workers (thou- sands)
All industries	6	9.2	11	43.5	13	38.0	3	11.0
Manufacturing	5	8.0	11	43.5	12	35.3	3	11.0
Ordnance	-	-	-	-	-	-	-	-
Food and kindred products	-	-	-	-	-	-	-	-
Tobacco manufactures	-	-	-	-	-	-	-	-
Textile-mill products	-	-	-	-	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	-	-	-	-	-
Printing, publishing, and allied industries	-	-	-	-	-	-	-	-
Chemicals and allied products	-	-	-	-	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-
Rubber products	1	1.6	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-
Primary metal industries	-	-	-	-	1	2.1	-	-
Fabricated metal products	-	-	-	-	6	15.3	-	-
Machinery (except electrical)	1	1.3	-	-	1	3.2	-	-
Electrical machinery	1	1.0	-	-	-	-	1	3.7
Transportation equipment	2	4.1	10	42.5	4	14.7	2	7.3
Instruments and related products	-	-	1	1.0	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-
Nonmanufacturing	1	1.2	-	-	1	2.7	-	-
Mining, crude petroleum, and natural- gas production	-	-	-	-	-	-	-	-
Transportation ¹	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Utilities: Electric and gas	-	-	-	-	1	2.7	-	-
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	-	-	-	-	-	-	-	-
Construction	1	-	-	-	-	-	-	-
Miscellaneous nonmanufacturing industries	1	1.2	-	-	-	-	-	-
	10 percent		More than 10, less than 15 percent		15 percent		20 percent	
All industries	94	967.3	6	24.8	15	38.9	1	9.1
Manufacturing	89	913.0	4	21.3	11	30.0	-	-
Ordnance	-	-	-	-	-	-	-	-
Food and kindred products	-	-	-	-	-	-	-	-
Tobacco manufactures	1	4.6	-	-	-	-	-	-
Textile-mill products	7	12.2	-	-	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-
Furniture and fixtures	1	1.5	-	-	1	1.4	-	-
Paper and allied products	1	3.0	-	-	-	-	-	-
Printing, publishing, and allied industries	-	-	-	-	1	1.0	-	-
Chemicals and allied products	-	-	1	2.3	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-
Rubber products	1	4.0	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-
Primary metal industries	2	2.2	-	-	-	-	-	-
Fabricated metal products	4	6.7	1	6.0	-	-	-	-
Machinery (except electrical)	25	121.8	1	4.0	3	4.4	-	-
Electrical machinery	26	182.5	-	-	4	18.5	-	-
Transportation equipment	19	571.7	-	-	-	-	-	-
Instruments and related products	1	1.7	1	9.0	2	4.7	-	-
Miscellaneous manufacturing industries	1	1.3	-	-	-	-	-	-
Nonmanufacturing	5	54.4	2	3.5	4	8.9	1	9.1
Mining, crude petroleum, and natural- gas production	-	-	-	-	-	-	-	-
Transportation ¹	-	-	-	-	-	-	-	-
Communications	3	41.4	-	-	-	-	-	-
Utilities: Electric and gas	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	1	1.0	-	-
Retail trade	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	2	13.0	-	-	1	2.1	1	9.1
Construction	-	-	2	3.5	2	5.8	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-

See footnotes at end of table.

Table A-2. Types and amounts of third-shift differentials in major collective bargaining agreements by industry, 1958—Continued

Industry	Shift differentials vary for fixed and rotating shifts		No uniform differentials—premiums over day rates vary by occupation or wage range		Other money differentials ³		Total time differentials	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries	26	188.7	21	107.3	25	194.2	66	323.8
Manufacturing	17	173.7	10	37.8	10	112.1	9	21.6
Ordnance	1	4.5	-	-	-	-	-	-
Food and kindred products	1	1.0	1	8.0	2	7.7	2	3.9
Tobacco manufactures	-	-	-	-	-	-	-	-
Textile-mill products	-	-	-	-	-	-	-	-
Apparel and other finished textile products	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-
Paper and allied products	2	2.8	-	-	-	-	-	-
Printing, publishing, and allied industries	-	-	5	8.8	-	-	-	-
Chemicals and allied products	4	6.7	-	-	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-
Rubber products	-	-	-	-	1	28.0	-	-
Leather and leather products	-	-	-	-	-	-	-	-
Stone, clay, and glass products	3	10.2	-	-	-	-	1	1.2
Primary metal industries	2	3.4	-	-	1	2.0	1	1.2
Fabricated metal products	-	-	-	-	-	-	2	4.0
Machinery (except electrical)	3	5.2	1	4.0	1	3.0	1	2.0
Electrical machinery	-	-	1	2.1	4	69.0	-	-
Transportation equipment	1	140.0	2	14.9	1	2.4	3	10.5
Instruments and related products	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-
Nonmanufacturing	9	15.0	11	69.5	15	82.1	57	302.3
Mining, crude petroleum, and natural-gas production	3	4.6	-	-	-	-	-	-
Transportation ¹	-	-	-	-	2	5.8	-	-
Communications	-	-	10	68.3	10	70.8	-	-
Utilities: Electric and gas	6	10.4	-	-	-	-	1	4.4
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-
Services	-	-	-	-	1	2.5	-	-
Construction	-	-	1	1.3	2	3.0	56	297.9
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-
	Time differentials							
			8 hours ¹ pay for 7½ hours worked		8 hours ¹ pay for 7 hours worked		Other time differentials ⁴	
All industries	3	5.9	54	292.8	9	25.2		
Manufacturing	3	5.9	3	5.2	3	10.5		
Ordnance	-	-	-	-	-	-		
Food and kindred products	2	3.9	-	-	-	-		
Tobacco manufactures	-	-	-	-	-	-		
Textile-mill products	-	-	-	-	-	-		
Apparel and other finished textile products	-	-	-	-	-	-		
Lumber and wood products (except furniture)	-	-	-	-	-	-		
Furniture and fixtures	-	-	-	-	-	-		
Paper and allied products	-	-	-	-	-	-		
Printing, publishing, and allied industries	-	-	-	-	-	-		
Chemicals and allied products	-	-	-	-	-	-		
Products of petroleum and coal	-	-	-	-	-	-		
Rubber products	-	-	-	-	-	-		
Leather and leather products	-	-	-	-	-	-		
Stone, clay, and glass products	-	-	-	-	-	-		
Primary metal industries	-	-	-	-	1	1.2		
Fabricated metal products	-	-	-	-	-	-		
Machinery (except electrical)	1	2.0	-	-	-	-		
Electrical machinery	-	-	-	-	-	-		
Transportation equipment	-	-	-	-	1	1.2	2	9.3
Instruments and related products	-	-	-	-	-	-	-	-
Miscellaneous manufacturing industries	-	-	-	-	-	-	-	-
Nonmanufacturing	-	-	51	287.6	6	14.7		
Mining, crude petroleum, and natural-gas production	-	-	-	-	-	-		
Transportation ¹	-	-	-	-	-	-		
Communications	-	-	-	-	-	-		
Utilities: Electric and gas	-	-	-	-	1	4.4		
Wholesale trade	-	-	-	-	-	-		
Retail trade	-	-	-	-	-	-		
Hotels and restaurants	-	-	-	-	-	-		
Services	-	-	-	-	-	-		
Construction	-	-	50	283.2	6	14.7		
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-		

See footnotes at end of table.

Table A-2. Types and amounts of third-shift differentials in major collective bargaining agreements by industry, 1958—Continued

Industry	Total time and money differential		Time and money differentials							
			8 hours' pay for 7½ hours worked plus money differential		8 hours' pay for 7 hours worked plus money differential		8 hours' pay for 7 hours worked plus money differential		Other combined time-money differentials ⁵	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)	Agreements	Workers (thousands)
All industries	155	864.0	16	28.8	28	91.6	46	333.6	65	410.1
Manufacturing	111	486.8	14	22.5	22	59.6	42	328.3	33	76.5
Ordnance	5	10.0	1	1.4	-	-	3	7.3	1	1.3
Food and kindred products	-	-	-	-	-	-	-	-	-	-
Tobacco manufactures	-	-	-	-	-	-	-	-	-	-
Textile-mill products	1	1.0	-	-	-	-	-	-	1	1.0
Apparel and other finished textile products	-	-	-	-	-	-	-	-	-	-
Lumber and wood products (except furniture)	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-
Paper and allied products	1	1.5	-	-	-	-	-	-	1	1.5
Printing, publishing, and allied industries	21	49.0	-	-	-	-	-	-	21	49.0
Chemicals and allied products	2	2.9	2	2.9	-	-	-	-	-	-
Products of petroleum and coal	-	-	-	-	-	-	-	-	-	-
Rubber products	-	-	-	-	-	-	-	-	-	-
Leather and leather products	-	-	-	-	-	-	-	-	-	-
Stone, clay, and glass products	-	-	-	-	-	-	-	-	-	-
Primary metal industries	2	4.6	2	4.6	-	-	-	-	-	-
Fabricated metal products	8	34.2	1	1.3	6	15.9	1	17.0	-	-
Machinery (except electrical)	10	14.1	6	6.5	3	5.4	-	-	1	2.2
Electrical machinery	6	20.3	-	-	1	3.1	3	10.5	2	6.7
Transportation equipment	52	344.6	1	4.0	11	33.4	34	292.3	6	14.9
Instruments and related products	2	3.1	1	1.9	-	-	1	1.2	-	-
Miscellaneous manufacturing industries	1	1.8	-	-	1	1.8	-	-	-	-
Nonmanufacturing	44	377.2	2	6.3	6	32.0	4	5.4	32	333.6
Mining, crude petroleum, and natural-gas production	-	-	-	-	-	-	-	-	-	-
Transportation ¹	1	3.8	1	3.8	-	-	-	-	-	-
Communications	32	333.6	-	-	-	-	-	-	32	333.6
Utilities: Electric and gas	-	-	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-
Hotels and restaurants	-	-	-	-	-	-	-	-	-	-
Services	3	4.4	-	-	-	-	3	4.4	-	-
Construction	8	35.5	1	2.5	6	32.0	1	1.0	-	-
Miscellaneous nonmanufacturing industries	-	-	-	-	-	-	-	-	-	-

¹ Excludes railroads and airlines.

² Includes 1 agreement covering 1,100 workers providing a 9½-cent differential.

³ See footnote 1, table 2, p. 3.

⁴ Includes 1 agreement which provided 9 hours' pay for 7½ hours of work; 1 with 9 hours' pay for 7 hours of work; 3 with 8 hours' pay for 6½ hours of work; 3 with 8 hours' pay for 6 hours of work; and 1 with 7½ hours' pay for 6½ hours of work.

⁵ Includes agreements in which time-money differentials varied by ending time of shifts or among groups of workers, or which provided for unusual time-money differentials, e. g., 7½ hours' pay for 6½ hours of work plus a money differential.

NOTE: Because of rounding, sums of individual items may not equal totals.

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